

## Stress, Personality Traits and Consequent Gender Differences of Foreign Nationals in Mumbai

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### ABSTRACT

Foreign nationals who migrate across countries and continents face issues of blending their micro culture within this macro culture of the majority of local people. There are differences on all levels including physiological, psychological, emotional as well as environmental when compared to their place of origin and India. This paper aims to recognize how various changes that they encounter lead to changes in their personality traits. The basis of this research paper are the numerous studies conducted which have proven that, Stress and migration have a positive correlation as well as that stress and performance have a negative correlation amongst them. Stress levels and coping mechanisms that they've adapted to cope with new demands of their environment are studied. There are also involved, gender differences pertaining to the experience of stress as well as adapted personality traits by foreign nationals when they migrate to Mumbai, India. The personality traits are measured with the help of Paul Costa and Robert McCrae's Big five factor of personality test (2003). The amount of re-adjustment which will directly lead to stress, this phenomenon was administered by Holmes & Rahe's Social Readjustment Rating scale (1967). All the participants of the study were administered with both of these tests to get a clear understanding of the co-relation between the factors. 4 hypotheses are tested with the help of quantitative analysis of the responses given to the survey conducted in person of the foreign nationals residing in Mumbai. The questions that this study seeks to answer are:- Do such people have certain personality traits that predispose them to explore new places, people and culture? Once they settle and work in different cities of India, do they employ any typical stress coping mechanisms to cope and sustain in Indian culture? The study investigates 20-25 foreign nationals who are settled and working in Mumbai City India with the help of convenient sampling. Finally, the study proves that there are considerable differences pertaining to re-adjustment required between males and females. There are also marked gender differences related to the adapted personality traits. However, no specific difference in these factors like rise or fall on particular traits or characteristics is observed. Nonetheless, the study limits its scope to the migrants settled in just Mumbai which is a cosmopolitan city, as a result it has a relatively more acceptable and multi-cultural environment, hence, the differences marked are low. Other parts of the country could be taken into consideration to

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understand the effects of stress in a rigid environment, which will increase the probability of having this need to re-adjust.

**Keywords:** *Stress, Personality Traits, Re-adjustments, Gender Differences, Cultural Differences, Migration, Foreign Nationals*

Cultural differences are the various beliefs, behaviors, languages, practices, and expressions considered unique to members of a specific ethnicity, race or national origin. Some examples of cultural differences as they pertain to the workplace include employees who are younger or older than their co-workers, employees who hold higher degrees than others in the workplace and individuals who grew up in either metropolitan areas or small towns. It is said that employees often have more similarities than they do differences, but those differences can sometimes outweigh the similarities. While these various differences can create a more vibrant office, they can also lead to more than a few problems resulting from culture class:

- But when it comes to migrating to a different country altogether, the differences grow even higher because of environmental, physiological, emotional and psychological changes.
- Cultural diversity is important because our country, workplaces, and schools increasingly consist of various cultural, racial, and ethnic groups. We can learn from one another, but first, we must have a level of understanding about each other in order to facilitate collaboration and cooperation.
- Popular opinion- Living in a foreign land like the USA, UK, is more convenient than India, especially Mumbai because of the everlasting competition and over risen population. So, it makes it even more difficult for foreign nationals to cope up with them. For example- the journey starts with them landing on the airport, there's chaos while getting a taxi and the taxi drivers are ignorant to most addresses. Hence, Stress begins. That is what our study revolves around.

## **LITERATURE REVIEW**

Studies have shown that the effects of negative environmental change on stress are necessarily adverse and have relatively short-term effects. It is further assumed that these effects are linear, that is, the greater the stress, the more negative the outcomes. (Carolyn Aldwin Daniel Stokols, Revised 17 December 1987, Available online 27 January 2006.)

In a study conducted on 301 Chinese migrant students (4th–9th grade) together, with the aid of in-depth interviews involving ten selected students, focusing on how migrant children's school happiness and productivity are influenced by acculturation, economic hardship, and social relationships. The quantitative analysis indicated the critical role of integrative states in promoting school satisfaction and achievement. Migrant children with better social relations scored higher on levels of hope, which in turn contributed to better academic outcomes. Contrary to previous findings, economic stress did not hinder academic outcomes for these Chinese migrant children but appeared to act as a positive motivational factor for pursuing academic success. The qualitative analysis echoed the quantitative findings and provided further explanations for the complexity and particularity of these phenomena. *Fang, L., Sun, R.C.F. & Yuen, M. J Happiness Stud (2016)*

### **Aim**

To study foreign nationals, who've migrated to India and are living here. Inferring the amount of stress, they go through, to adapt to various cultural, physiological and

## Stress, Personality Traits and Consequent Gender Differences of Foreign Nationals in Mumbai

environmental changes here in India. Also, measuring which personality traits help best in such situations. Also, if there are gender differences in the coping mechanisms of stress.

### *Hypothesis*

H:1: Gender differences pertaining to personality traits.

H:2: Gender differences pertaining to experience of stress.

H:3: Agreeableness will be relatively high in males than in females

H:4: Openness to experience found to be low in females.

## **METHODOLOGY**

### *Sample*

Convenient sampling was used to select a sample of 20-25 mid-aged foreign nationals the sample consist of equal no of males and females.

### *Tool*

**1. Big five-factor personality test (Paul Costa and Robert McRae 2003)-** This test was used to assess personality traits of foreign nationals, and find out if there are any noteworthy gender differences in those traits. In this test certain traits of the personality are revealed the five factor involved are as follows;

Openness to Experience (O) is the personality trait of seeking new experience and intellectual pursuits. High scorers may day dream a lot. Low scorers may be very down to earth. People, who like to learn new things and enjoy new experiences usually score high in openness. Openness includes traits like being insightful and imaginative and having a wide variety of interests.

Conscientiousness (C) is the personality trait of being honest and hardworking. High scorers tend to follow rules and prefer clean homes. Low scorers may be messy and cheat others. People that have a high degree of conscientiousness are reliable and prompt. Traits include being organized, methodic, and thorough.

Extroversion (E) is the personality trait of seeking fulfillment from sources outside the self or in community. High scorers tend to be very social while low scorers prefer to work on their projects alone. Extraverts get their energy from interacting with others, while introverts get their energy from within themselves. Extroversion includes the traits of energetic, talkative, and assertive.

Agreeableness (A) reflects much individuals adjust their behavior to suit others. High scorers are typically polite and like people. Low scorers tend to 'tell it like it is'. These individuals are friendly, cooperative, and compassionate. People with low agreeableness may be more distant. Traits include being kind, affectionate, and sympathetic

Neuroticism (N) is the personality trait of being emotional. Neuroticism is also sometimes called Emotional Stability. This dimension relates to one's emotional stability and degree of negative emotions. People that score high on neuroticism often experience emotional instability and negative emotions. Traits include being moody and tense.

**2. Thomas Holmes and Richard Rahe's Social Readjustment Rating Scale (1967)-** Holmes and Rahe developed a (SRRS) Social Readjustment Rating Scale in which participants had to assign arbitrary points out of 100 to situations that provide them with a

## Stress, Personality Traits and Consequent Gender Differences of Foreign Nationals in Mumbai

lot stress, in these situations incidents like receiving a parking ticket had much lesser points to situations which involved death of spouse when these results were compared with their medical backgrounds the results were enough to stir the scientists dramatically.

### Research Design

1. Research is descriptive
2. All the participants were administered face to face
3. All the participants were administered by both tests

## RESULTS, INTERPRETATION AND DISCUSSION

Stress refers to the body's response to situations threatening the goal of an individual. It affects an individual's emotions, feelings to such an extent that some diseases even worsen due to stress such as cardiac, cancer, and in women even their menstrual flows are affected at times due to stress. Stress alone can cause lots of harm and therefore to measure these levels of stress in human.

There were 20 subjects observed via an unstructured interview schedule where the data was collected. The males and females were interpreted as follows:

*Table 1: Add Table Name*

	N	Mean	df	Significance level	Interpretation	Correlation
Stress	10	493.5	10	P<0.05	Significant	0.65
Openness to experience	10	3	10	P<0.05	Significant	0.65

The table reveals that the correlation between stress and openness to experience is positive and statistically significant. The calculated r value is 0.65. This suggests that if the participants experience low body image issues, they will be highly open to new experiences. Hence the hypothesis H1 is accepted.

*Table 2: Correlation between scores of Agreeableness and Stress*

Variables	N	Mean	df	Significance level	Interpretation	Correlation
Stress	10	473.7	10	P < 0.05	Significant	0.60
Agreeableness	10	1.9	10	P < 0.05	Significant	0.60

The table reveals that the correlation between stress and agreeableness is positive and statistically significant. The calculated r value is 0.60. this suggests that greater the stress, the more males agree in situations. Hence, the hypothesis H2 is accepted.

*Table 3: Scores of stresses of the two genders.*

	Mean	SD	Level	Significance level
Males	473.7	122.6	Moderate	P < 0.05
Females	493.5	92.9	Moderate	P < 0.05

There are no significant differences among males and females pertaining to stress. So, our hypothesis is not accepted.

**Table 4: Scores of agreeableness of the two genders.**

	Mean	SD	level	Significance level
Males	1.9	1.20	Low	P < 0.05
Females	3.4	1.58	high	P < 0.05

There are significant differences in the levels of agreeableness in males and females. Hence it is proved that there are significant gender differences, with males being low on agreeableness as compared to females. Hence H4 is accepted.

**Table 5: Scores of the OCEAN test of the two genders**

	Mean	SD	Level	Significance level
Males	23.50	3.34	Mode rate	P < 0.05
Females	23.20	2.57	Mode rate	P < 0.05

There are no significant differences among males and females on the overall OCEAN test.

**Table 6: Analysis of gender differences in personality traits and stress.**

	M(x1)	F(x2)	T value	Significance
O	2.8	3	0.81	ns
C	8.6	9.6	0.34	ns
E	2.6	2.8	0.14	ns
A	1.9	3.4	0.12	ns
N	7.6	4.4	-0.16	ns
Stress	473.7	493.5	0.88	ns

Even though the gender differences are not significant the rate of neuroticism is considerably higher in males than in females.

The principle aspect noticed in the overall study between these two aspects of human psychology is that as the levels of stress increases in males the aspect of agreeableness increases, they become co-operative, polite, kind, and friendly altruistic empathetic they don't get angry and instead do what is told with no further arguments whereas seen in the case of women they respond exactly opposite-as stress increases the aspect of openness to experience increases they take plunges, they try new options and are some real risk takers. They don't at all agree to the situation they focus on finding solutions at any cost.

## CONCLUSION

The overall purpose of this study was to study the relationship between stress and cultural differences, stress and personality traits and personality traits and cultural differences. Further there are gender differences in the three variables. Conclusively, this study proves that there is positive correlation between stress and changes in personality traits. Further, there are significant gender differences in stress experienced. But there are not many significant changes in the personality traits of both the genders. Also, there are gender differences found in some particular personality traits from the OCEAN/ Big Five Factor personality test which are agreeableness and openness to experiences.

## Stress, Personality Traits and Consequent Gender Differences of Foreign Nationals in Mumbai

Stress has become an important aspect of the foreign nationals due to the varied cultural, possibly social, environmental and also political changes they go through. Under stress, the individuals were more compelled to be willing to new experiences. The changes that occur in their relationships.

### *Limitations*

- The sample was restricted to only certain area of Mumbai
- The questions tested were objective yes/no and percentage based.
- The sample consisted of only 20 participants. Having a larger sample could offer diverse opinions

### *Scope for further research*

- In the present paper, the research done isn't age particular, further research can be categorized according to age groups
- Research can suggest various adaptation therapies to those who have difficulties, or show higher digits of stress. So, they can be exposed to different facts about India and help them adapt better.
- The questionnaire can be randomly distributed to participants of other cities as well.
- A study based on migrated foreign nationals in the entire country can be done too.
- An interview could be taken rather than a questionnaire, so their thoughts and situations could be better examined.

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***Conflict of Interest***

The author(s) declared no conflict of interest.

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