

A Study on Personal Effectiveness Among Adolescents Students

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ABSTRACT

Personal effectiveness is important for the survival and growth of individuals in general. Students are the future prospects of world. The purpose of present study was to explore the level of personal effectiveness among adolescents students on the basis of status, (Rural and Urban) Educational stream (Arts and Science) and Gender (Male and Female Students). The present study deals with assessing the level of personal effectiveness among 400 Adolescent student in Aurangabad city. The personal effectiveness scale (udai parek, 2010) was used.) Data were analyzed by using mean, standard deviation and 'F' test. The result revealed that the rural adolescent students are significantly better in personal effectiveness then urban adolescents. The adolescent girls (females) are significantly better in personal effectiveness as compared to adolescent boys (male). The adolescent student from science stream possess significantly higher level of personal effectiveness than their counter part from arts students. Adolescent students are future of nation. So, it is very important to improve personal of effectiveness of Adolescent students.

Keywords: *Personal effectiveness, self disclosure, openness to feedback, perspectives.*

Personal effectiveness is important for the survival and growth of individuals in general and organization in particular. Adolescents students are the future prospects of world. Personal effectiveness is the ability to make a positive and energetic impact onto others by conveying ideas and information clearly and persuasively effectiveness is as important for the Adolescent students.

Personal effectiveness of an individual is the combination of self – disclosure, openness to feedback and perceptiveness. It involves planning and prioritizing available means by using interpersonal skills to help build effective working relationship with others and reduce personal stress. It encourages individuals to develop self – knowledge, and apply this to their behaviour. Self – disclosure promotes interpersonal relationship and enhances individual effectiveness. If you disclose yourself to others, you will gain information about others too. Self disclosure is the one way to learn about how other person thinks and feels. Once a person engages in self – disclosure it is implied that other person will also disclose personal information. Mutual disclosure deepens trust in relation and helps both people understand each other more.

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The self-disclosure progress through a) forming first impression, b) developing mutual expectations c) honoring psychological contracts and d) developing trust and influence. As self-disclosure has advantages, so too it has disadvantages associated with risks. One risk is that self-disclosure does not automatically lead to favourable impression. Another risk is that the other person will gain power in the relationship because of the information they passes finally too mean self disclosures that comes too early in a relationship can damage the relationship students with high self-disclosure tend to more perceptive and more open to experiences.

Horakadli (2015) conducted a study on the relationship between motivational Behaviour and personal effectiveness of secondary school teachers. The study found that the male teachers of secondary schools are higher on personal effectiveness and its dimension of perceptiveness as compared to female teachers. The male teachers of secondary schools were also higher on motivational behaviour and its dimensions i.e. control, affiliation, dependence and extension as compared to the female teachers.

In a study **Covey** (1989) suggests that with age, one becomes more aware of one's inner self, there by increasing one's personal effectiveness. **Pathak and Srivastava** (2010) in a study on Management students found a positive relationship between locus of control and personal effectiveness. **Chabungbam** (2010) in his research. **Chabungbam** (2010) in his research paper assessed personal effectiveness and team effectiveness among 53 members of an organizational business unit. The result showed that three different teams had a high score on openness to feed back and perceptiveness where as a low score on self disclosure and the effectiveness type was secretive. Moreover, the study suggests that to enhance and improve personal effectiveness of the managers the organization needs to focus on self-disclosure dimension.

Hoffman et al (2011) in a study measured personal effectiveness and leadership effectiveness among USA and UK managers. The results showed that only mild differences in organizational level were observed between gender and no significant differences in personal effectiveness were found. Moreover, a high correlation between effectiveness and personal effectiveness were found. **Sanyal** et al (2016) conducted a research on personal effectiveness organizational culture and work related stress results indicated that significant correlation were observed between the dimension of self disclosure, proact ion, authenticity and confrontation among the CBSF, ISC, UG and PG teachers

The literature shows that, research on personal effectives, in the past, has remained focused largely upon the corporate world. Very little research has been done so far to understand the role of personal effectiveness with regard to the academic setting. The current study is an attempt to study the level of personal effectiveness on the basis of status, stream, and gender among Adolescents.

Statement of Problem

To study the level of personal effectiveness on the basis of status (Rural and Urban) stream (Arts and Science) and gender (male and female) among adolescents students.

Objectives

To assess the level of personal effectiveness on the basis of status (Rural & urban) stream (Arts and Science) and gender (Male & Female) among Adolescent students.

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Hypothesis

1. There is significant differences in personal effectiveness of rural and urban adolescent students.
2. The boys and the girls differ significantly on their level of personal effectiveness.
3. The adolescently students from science stream possess higher level of personal effectiveness than their counter part from arts.

METHODOLOGY

Sample

The sample was drawn from the population of students taken collegiate education in the urban and rural area of Aurangabad city. The sample size was 400 (200 Rural and 200 urban) It was chosen from the students belonging to Arts and Science faculties studying in XI & XII classes (Age between 16-18) years.

Operational Definition of Terms

Personal effectiveness (self confidence, self concept) refers to an individuals perceived ability to act effectively in a situation to overcome obstacles and to get things all right. (Basavanna 1975).

Personal effectiveness means the ability, competence, skills, knowledge and resources etc to maximize and actualize ones full potential and accomplish goals and objectives (Chrysalis Development 2013)

Variables

Independent Variable (IV)

- i) Status (Urban and Rural)
- ii) Gender (Male and Female)
- iii) Educational stream (Art and Science)

Dependent Variables.

- i) Personal effectiveness.
 - Self disclosure
 - Openness to feedback
 - Perceptiveness

Research Design

2 x 2 x 2 (2 level of status – urban and rural, 2 levels of educational stream, science and arts, 2 level of sex male and female) between subject factorial design was employed.

Tool

Following psychological tool were used for data collection.

Personal Effectiveness Scale:

Personal effectiveness scale (students) developed by Uday Pareek (2010) was used to measure personal effectiveness of the students. It is a 15 item self administrated scale with 5 statements each for self – disclosure, feedback and perceptiveness answered on a five point scale ranging from 0 = not at all or seldom to 4 = always or it most often. Effectiveness type of the student is also measured based the combination of three totals of self, Disclosure openness to feed back and perceptiveness.

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Procedure of data collection

The data was collected from the Adolescent students on various colleges. According a schedule was fixed in each college and then student were approached. The student were provided personal effectiveness scale (PEs) This procedure was followed for getting questionnaire filled by students.

RESULT AND DISCUSSION

Table No. 1 showing Mean and F ratios of various variables according to personal effectiveness.

DV → IV ↓	Self Disclosure			Openness			Perceptiveness			Total Personal			N
	Mean	SD	F	Mean	SD	F	Mean	SD	F	Mean	SD	F	
Rural	10.92	2.60		7.41	2.82		9.85	2.87		28.11	6.03		2.00
Urban	9.99	2.97	** 11.34	6.82	3.82	* 3.08	9.16	3.14	* 5.509	25.94	7.44	** 10.78	2.00
Arts	10.04	2.95		6.91	3.43		8.88	3.13		25.71	7.03		2.00
Science	10.88	2.64	** 9.45	7.32	3.29	1.49 (NS)	10.13	2.77	** 18.07	28.34	6.41	** 15.84	2.00
Male	10.21	2.79		6.95	3.63		9.34	3.26		26.51	7.24		2.00
Female	10.71	2.84	* 3.35	7.28	3.08	0.96 (NS)	9.67	2.75	1.26 (NS)	27.55	6.41	* 4.36	2.00

F = 95 (1,399) = 3.86

F = 99 (1,399) = 6.70

DISCUSSION

Personal effectiveness means a measure of your efficiency, meaning, your ability to create maximum values in the minimum time and effort and to make good progress in the face of difficulties – corporate each group. Personal effectiveness refers to making use of all the personal resources at your disposal i.e. talents skills, energy and time to enables you to active both work and life goals. The purpose of the present study was to study the level of personal effectiveness on the basis of status stream and gender among the adolescent students.

It was hypothesized that there is significant differences in personal effectiveness of rural and urban adolescent students. This hypothesis was accepted, because f values to 10.789 is significant on 0.01 level it is assume that urban will be better in personal effectiveness. But in the present study it is observed that rural adolescent were better on self-disclosure (M = 10.92), openness (M= 7.41), perceptiveness (M = 9.85) and total lesson personal effectiveness (M= 28.11) than urban adolescent (M = 25.94) In current study personal effectiveness is to concern better self-awareness, self-esteem and feeling of self-worth. Today rural adolescent got proper educational facilities on account of family and socio-cultural problem. They get the proper facilities and opportunities in the education and government jobs for their basic needs for this reason rural adolescent have better personal effectiveness.

Personal effectiveness could be better understood by its three main component's i.e. self – disclosure which means sharing of ideas, feeling, emotions, experiments with others, openness to feed back – which means giving, receiving and accepting feedback from others; and perceptiveness, which means being more aware about the behaviour, feelings and emotions of other people. Inters of comparison female Adolescent student (M= 27.55) have better on self disclosure (M = 10.71), openness (M= 7.28), perceptiveness (M=9.67) than male Adolescent student (M=26.51). About their decades before in India it was strongly

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believed that the females have less intelligence, low self confidence and awareness than the males. But during the last three decades the Females made unbelievable progress in all the fields, even in academics the females are achieving same as the males that is why in present study there was no large sex difference with regards to personal effectiveness. The difference is significant at 0.05 level. This itself showed that even the females of the study had developed better personal effectiveness (IE) to a considerable extent.

The third hypothesis of the curial study predicts that the Adolescent students from science stream passess (M= 28.11) higher level of personal effectiveness than their counter part from art student (M= 25.71). It was abserved that science stream adolescent possess higher level on self Disclosure (M= 10.88), openness (M=7.32) and perceptiveness (M= 10.13) than art stream adolescents. It is common observation that basic need of achievement, need of employment, need of target factors, responsible for developing better personal effectiveness. In English, it is said that, 'not failure but low aim is crime. Considering all above factors, it can be concluded that adolescent of science stream have better personal effectiveness for better future than adolescent of arts stream.

CONCLUSION

The rural adolescent students are significantly better in personal effectiveness than urban adolescents. The adolescent girls (females) are significantly better in personal effectiveness as compared to Adolescent boys (male). The Adolescent student from science stream passes significantly higher level of personal effectiveness than their counter part from arts student.

Limitation

The present research study deals with only one Aurangabad city only the sample was chosen from Aurangabad city only. The sample belongs to Arts and Science faculty only other faculties are not included. In the present study we have used self reported techniques only.

Implications

To enhance and improve the level of personal effectiveness, among the students, The teachers, should help them in the following ways Classroom organization and teaching methodologies should be formed in such a way which encourages an open and constructive communication, help students in becoming more assertive and confident as learners, enables them to generates and extent their ideas, promote, flexible thinking and learning skills organizing training programs and workshops on goal setting, time management, stress management and interpersonal skills.

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Conflict of Interest

The author(s) declared no conflict of interest.

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