

Rule Consciousness and Perfectionism among Senior Officials of Indian Seafarers

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ABSTRACT

Perfectionism is a personality trait characterized by high standards, rigid expectations, and specific ideas about how to achieve a desired outcome. Individuals with high rule consciousness tend to have strongly internalized the importance of rules and their standards which they utilize to judge and restrain behavior. They have high self-control, they display moral behavior, respect those in authority and see themselves as conscientious and persevering. Because rule consciousness and perfectionism have overlapping implicit features, this work seeks to address a vacuum in the present literature about personality characteristics of Indian seafarers by focusing specifically on perfectionism and rule consciousness. The study aims to study relationship between Perfectionism and Rule-consciousness among Indian Seafarers. To find the result sample of 315 male Indian seafarers between the age of 20 and 65 years were administered the Cattell's 16 personality factor scale and the scores were compared. In this study it was discovered, there is a link between perfectionism and rule-following consciousness. However according to ranks, there was no discernible difference was found in levels of rule consciousness, whereas considerable variations were found in levels of perfectionism across ranks.

Keywords: *Indian seafarers, rule consciousness, perfectionism, mental health.*

Burns defines perfectionism as “those whose standards are high beyond reach or The reason, people who strain compulsively and unremittingly toward impossible goals and who measure their own worth entirely in terms of productivity and accomplishment.” (1980). By others Perfectionism has been delineated as a personality trait disposition characterised by an effort for perfection, setting overly high standards for performance and having a tendency to evaluate oneself critically for excessively crucial evaluations of one's behaviour (Flett & Hewitt, 2002; Frost et al., 1990).

Psychologists have also differentiated between positive and negative perfectionism. Positive perfectionism is aspiring and working towards perfection whereas negative perfectionism is being compulsive about achieving perfection and negative perfectionism is being excessively compulsive about achieving perfectionism (Fedewa et al., 2005). Research has

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shown that negative perfectionists have unreasonable standards and ambitions, and as a result, their efforts frequently fail, resulting in anxiety, melancholy, and feelings of inadequacy. (Dittner et al., 2011).

Blogs on maritime have conflicting views on what personality a seafarer should possess one places emphasis on traits that are high in rule consciousness and low on perfectionism such as being flexible with strong work ethics and ability to live in the strict and restricted environment of the sea (cruisejobfinder.com). Some emphasize traits that are high on perfectionism and low on rule consciousness such as being organized, bold in decisions making outgoing and adventurous. (Saini. P.A, 2018). A study was done by Wijk. C.V on African submarine personnel that aimed to study how the success of submarines can be described, through 16pf found that four factors were most descriptive of the success, one of which included high scores of Perfectionisms in 16pf. (2000).

Not many studies have been done on perfectionism and rule consciousness in the context of seafarers although studies on other work environments related to perfectionism have some insights into the impact of perfectionism on different areas of life. A study, done by Brian, et al. found that that perfectionism predicts various "positive" job outcomes in a meaningful and consistent way. For example, a perfectionist is more motivated at work, work longer hours, and is more engaged. Their findings also showed that perfectionism is highly linked to several "harmful" job and non-work-related outcomes, such as greater levels of burnout, stress, workaholism, anxiety, and depression. (Swider et al., 2018) Positive correlations have been found between maladaptive Perfectionism and overall fatigue which included physical fatigue as well (Antonia. J. et al 2011). It was found that even healthy perfectionism is not beneficial for fatigued individuals. (Deary & Chalder, 2010) Other studies that focused on specific kinds of Perfectionism such as self-oriented, socially-prescribed (SPP) and other-oriented perfectionism found that self- Perfectionism was mildly related to sleep disturbances in college students (Azevedo et al., 2010). Positive correlations were found between self-orientated perfectionism and anxiety (Martin. M. S et al, 2017). People with maladaptive Perfectionism were found to have the highest amount of external locus of control compared to adaptive and non-adaptive Perfectionism (S.Jeffery. S. A, 2008). Hence a perfectionism beyond a certain limit is found to have a negative impact on health.

Rule awareness is knowing the rules. An individual forms a conscience based on those rules, by acknowledging accepting and following those rules. (Goulding, 2011) According to Goulding "The connotation of rule consciousness firstly refers to the knowledge about rules, and secondly, the desire to consciously abide by the rules, which is once again externalized as the habit of obeying the rules"(2011) In the context of Rule consciousness there are no researches that study the impact of rule consciousness on work or health of individuals.

According to Cattell R. B, Eber H. W, Tatsuoka M. M people high on Perfectionism are socially precise and compulsive. These people show self-control, persistence, and regard for etiquette and social reputation (1992). These traits are also characterized in the definition of rule consciousness. Since these two factors have overlapping implicit traits, this paper attempts to fill the gap that exists in the current literature regarding personality characteristics of Indian seafarers focusing specifically on perfectionism and rule consciousness study the correlation between rule consciousness and Perfectionism in Indian seafarers.

METHODOLOGY

Participants

Participants included a 315 number of male senior officials working in the Indian Maritime industry who were assessed from 2015 to 2020.

Assessments and Measures

Raymond Cattell developed an assessment based on 16 personality factors. The test is known as the 16PF Personality Questionnaire and is frequently used in career counselling, marital counselling, and in business for employee testing and selection.

The test is composed of forced-choice questions in which the respondent must choose one of three different alternatives. Personality traits are then represented by a range and the individual's score falls somewhere on the continuum between highest and lowest extremes.

The scores can be interpreted using a number of different systems, depending upon why the test is being used. Some interpretive reports take a clinical approach looking at personality, while others are more focused on topics such as career selection, teamwork development, and leadership potential.

The questionnaire is un-timed and has simple, straightforward instructions, administration requires minimal supervision in either individual or group settings. Administration time is about 35–50 minutes for paper-and-pencil format, and about 25–40 minutes for computer administration.

For this study Cattell's 16 personality factor questionnaire G factor was used to assess rule consciousness and factor Q3 was used to assess Perfectionism.

Reliability and Validity

Moderate to good dependability ratings are reported for the 16PF supported a sample of 261 people, Internal consistency reliabilities are on an average of 0.76 for the first scales and a spread of 0.68 to 0.87 for all sixteen scales. The test-reliabilities over a two-week amount showed several zero .69-0.87 for all scales and a 2-month interval showed scores starting from zero .56-0.79. This knowledge is found and supported within the 16PF Fifth Edition Technical Manual by head & Rieke, 1994. ('16 Personality Factors (16PF)', n.d.)

Hypothesis

It was hypothesized that there exists a positive relationship between rule consciousness and Perfectionism among senior officials of Indian seafarers.

RESULTS

A Pearson's correlation coefficient was computed to assess the positive relationship between perfectionism and rule consciousness used, and then one-way ANOVA was conducted to see if there exists a difference in levels of perfectionism and rule consciousness among seafarers of different ranks i.e.: Between Seniors & Juniors. Also, to Know if there exists any positive correlation within the senior group between two variables of Rule-consciousness & perfectionism. Further statistic was calculated to prove our alternate hypothesis using ANOVA.

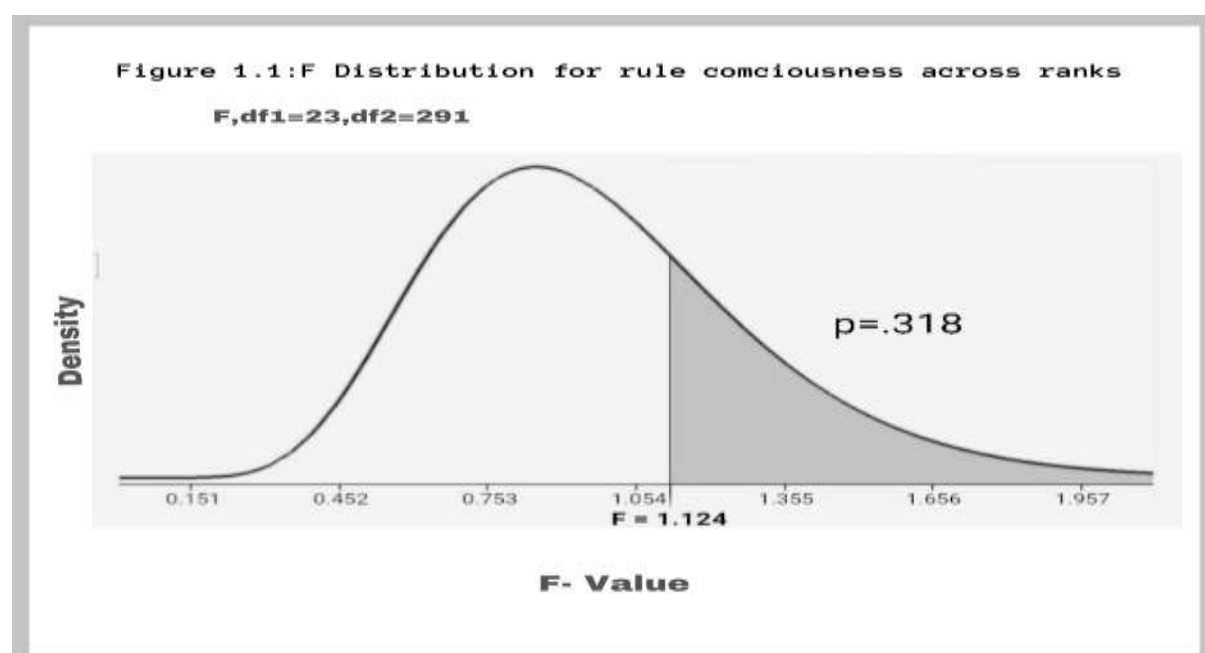
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Correlations			
Table 1.1 Descriptive statistics of Pearson r		Perfectionism	Rule-consciousness
Perfectionism	Pearson Correlation	1	.303**
	Sig. (2-tailed)		.000
	N	315	315
Rule-consciousness	Pearson Correlation	.303**	1
	Sig. (2-tailed)	.000	
	N	315	315

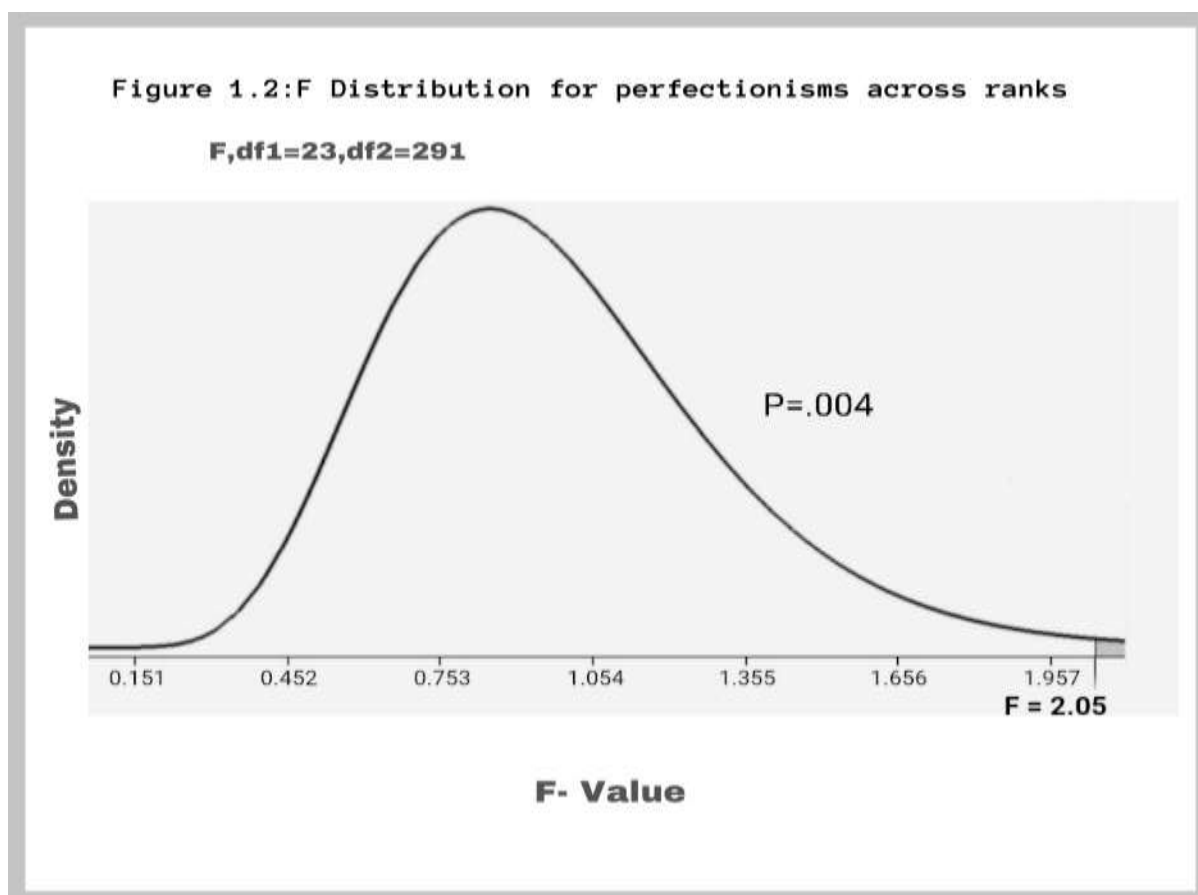
Results from Pearson's correlation showed that there exists a positive correlation between perfectionism and rule consciousness $r = .303$, $n = 315$, $p = 0.01$. i.e rule consciousness increases with perfectionism.

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Rule- Consciousness	Between Groups	64.933	23	2.823	1.124	.318
	Within Groups	731.149	291	2.513		
	Total	796.083	314			
Perfectionism	Between Groups	131.699	23	5.726	2.050	.004
	Within Groups	812.987	291	2.794		
	Total	944.686	314			

Results of one-way ANOVA for rule consciousness showed that there was no significant difference between levels of rule consciousness according to ranks. Suggesting that candidate belonging to any group senior or junior is conscious about following the rules. [$F(23, 291) = 1.124$, $p = .318$].



As can be seen in figure 1.1 the F value does not lie into the tail region hence, the p-value obtained is not significant and rule consciousness does not vary across ranks of sailors.



Results of one-way ANOVA for perfectionism showed that there was a significant difference between levels of perfectionism according to ranks. $p < 0.05$ [$F(23, 291) = 2.050$, $p = .004$]. As can be seen in figure 1.1 the F value lies in the tail region hence, perfectionism varies across ranks. Which suggests that the seniors do become more perfectionist as their rank increases.

Final Conclusion: The analysis of data using Pearson coefficient & ANOVA does prove the positive correlation between two variables within senior officials proving our alternate hypothesis to be true.

DISCUSSION

Rule consciousness in 16pf refers to a person's response to externally implied rules. People high on rule consciousness are dutiful and conforming whereas people low on rule-consciousness are non-conforming and expedient. (Cattel, Heather. E. P, Meaden. A. D. 2008) APA dictionary defines perfectionism as 'the tendency to demand of others or oneself an extremely high or even flawless level of performance, above what is required by the situation.' (n. d) people high on perfectionism in 16pf seek structure are better organized, rigid and do not like uncertainty. Whereas people low on perfectionism are not bothered by disorganization, are flexible, lax and do not seek rigid structure in things. (Cattel, Heather. E. P, Meaden. A. D. 2008) The hypothesis that there exists a positive correlation between rule consciousness and perfectionism in senior officials was validated at $p = 0.01$. The implicit similarities between both the personality traits of being a follower of rules in rules consciousness and the trait of seeking structure in perfectionism may have contributed to this correlation. Additionally, though this correlation is not seen when comparing seafarers

of different ranks because if these two factors did correlate, they would be seen on a similar level across ranks but we only see differences in levels of perfectionism across ranks and rule consciousness does not change across ranks. Further studying both factors and consideration of other external factors will provide additional insights into both factors.

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Conflict of Interest

The author(s) declared no conflict of interest.

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