Research Paper

Influence of Self- Concept and Personality Trait on The Level of Job Satisfaction among Male and Female

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ABSTRACT

Self- concept, character, and occupation fulfillment are interconnected perspectives that altogether influence a singular's general prosperity and satisfaction in the working environment. Self-idea alludes to the way people see and grasp themselves, enveloping their convictions, values, capacities, and personality. Character, then again, includes persevering through examples of considerations, sentiments, and ways of behaving that shape a singular's exceptional person. Both self-concept and character assume significant parts in forming a singular's job satisfaction, which mirrors their satisfaction, and generally bliss in their workplace. The general hypothesis presented in this study was that self-concept and personality is significantly related to job satisfaction as measured by a conventional rating form. Forty-six male subjects and fifty- three female participants were taken through the method of random sampling. Each subject was asked to evaluate the forms using three self – reports measure It was hypothesized that a statistically significant relationship exists between the variables defined above. The main objective of this study was to proof the hypothesis that there is a significant relationship between the personality trait and the concept an individual who is about himself or herself influence the level of job satisfaction among male and female. Three scales were used namely Robson self-concept questionnaire, big five inventory short version of 30 items and job satisfaction scale. 100 participants were randomly selected with 46 males at 46.5% and 53 females at 53.5% from different working sectors.

Keywords: *Self-Concept, Job Satisfaction*

SELF - CONCEPT

The improvement of the self-idea of an individual is created by taking and keeping different viewpoints in total. Viewpoints like Inspiration, Need, Mentality, Disposition. Self-Image and self-concept make up an array of adjectives and roles, both positive and negative. Words like kind, loyal, selfish, hardworking, apathetic, pragmatic, genuine, occasionally rude, and slacker are the descriptors used to describe oneself. In terms of my roles, Self-concept is the result of many factors; it is not simply what kind of a person is.

"One's image of oneself is what helps them get to know themselves better. The experience one has with their surroundings makes up a large part of their self-concept." (Kelly,1973)

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"An attribution and an inferred self-idea. when I explained to her that I and it are organized, multifaceted, steady, and developing human characteristics". (Courson, 1963 & Parker, 1966) According to Shavelson, Academic and non-academic self-concepts are the two main categories of self-concept. He incorporates physical ability, social context, and terror into non-academic self-concepts. A person's assessment of themselves, forming various features, psychological traits, etc. The idea of oneself is an effective tool since it aids people in making decisions and selections.

Self can be both subjective and objective. As an individual keeps themselves in any situation, oneself becomes subject, which might be portrayed as a functioning course of knowing oneself, and similar cells become object while attempting to make sense of others' conduct in a specific situation.

There are various aspects of self, including the social self, the personal self, self-esteem, self-efficacy, self-control, and self-regulation. The two fundamental forces that constantly live within a person are their real self and their ideal self. According to Karl Roger, every person has certain congruences between experience and self-concept; but, in the genuine self, the person maintains focus on who they truly are or their innermost essence.

On the other side, the ideal self can be thought of as the ideal self that the person aspires to be, it stands for ambitions and aims. When there is no congruence between these two types of self, one would consider the self-concept to be well adjusted; nevertheless, if there are some congruencies between the ideal and real self, one would consider the self-idea to be maladjusted.

KINDS OF SELF
The evaluation of one's own value and worth is referred to as **self-esteem**. Reliable performance is aided by high self-esteem, while despair and anxiety are brought on by low self-esteem. Children need positive parenting to have a good sense of self. Self-esteem vs. self-concept.

Self-esteem is not self-concept, although self-esteem can be part of self-concept. Self-concept is the idea of ourselves, our answer when we ask ourselves the question "Who am I?" It is knowing your tendencies, thoughts, preferences and habits, hobbies, abilities, and weaknesses.

The belief we have in our ability to govern and influence the course of our lives is known as **self-efficacy.** An intense sense of self-efficacy aids us in choosing and creating situations in our lives, and the opposite is also true.

Self-efficacy is not a unitary build or characteristic; rather, individuals have self-adequacy convictions in various spaces, for example, scholarly self-viability, critical thinking self-efficacy, and self-administrative self-adequacy. More grounded self-viability convictions are related with positive results, like better grades, more noteworthy athletic execution, more joyful heartfelt connections, and a better way of life.

Self-regulation is the ability to plan and keep an eye on our own behavior. Delaying the satisfaction of needs and wants is referred to as self-control, and it is crucial for achieving long-term goals.

Self-regulation abilities are your capacity to screen and deal with your way of behaving, feelings, and considerations to such an extent that they are satisfactory and produce a good result. These abilities assist you with dealing with your way of behaving and responses to sentiments and things around you. The two kinds of self-regulation are:

1. Social self-regulation: Conduct self-regulation decides how you respond in various circumstances and how you accomplish your drawn-out objectives. For example, you could find it trying to burn through one hour in the exercise room, however you do so on the grounds that you need to carry on with a fit and sound life.
2. Close to home self-regulation: Profound self-regulation decides your capacity to get a grip on feelings in any event, while encountering testing working environment circumstances. Having control of your feelings assists you with being more compassionate, thoughtful, and solid towards others.

Self-instruction is the process of teaching oneself to conduct a specific action. Observing our own conduct gives us the necessary knowledge to alter or change that behavior.

Self-informative preparation is a mental strategy which plans to give clients command over their conduct through direct self-talk that slowly becomes clandestine and self-created. This is especially useful where there are beginning mental deficiencies in for instance critical thinking or verbal intercession adding to the trouble.

THEORIES ABOUT SELF CONCEPT
Type and Trait Theory
Type and trait theory the focus of type theory is on the correlation between physical or facial features and personality. It focuses on psychological aspects of a person's personality attributes. Carl Jung distinguished between introverted and extroverted personalities. These terms are used to characterize persons who are shy, quiet, who enjoy living alone and in little settings, and who lack larger social networks and friend groupings. On the other hand, extroverts have a larger circle of friends and family and are constantly open to new experiences. They are also more gregarious, joyful, and open. On the other hand, trait theory uses personality as a "unit of analysis" to distinguish individuals from one another in a way that is comparatively permanent or consistent. There were three primary phases of trait theories: Garden Allport, Raymond Cattle, and consequently, Eysenck.

Humanistic Theory
Humanistic theory (Carl Roger, George Kelly, and Abraham Maslow) They had a positive outlook on human nature. Their focus was on humans' ability to think consciously and rationally to control biological urges. And. To reach their full potential. Maslow made significant contributions in this field by focusing on self-actualization: humans' goal in life, beginning with basic needs like food and progressing to the highest priority goal.

Actualization of oneself Alternatively, "Moksh." (Carl Roger,1959) regarded self-concept as an important aspect, which includes people's thoughts, feelings, and beliefs about themselves. He believed that self-concept has three components known as self-worth, which are formed in early childhood and tell an individual how they think about themselves. self-image, which includes the impact of our body image on our inner personality and has an impact on how we think and feel in the world.

Personal Construct Theory

Aside from these two, (George Kelly,1955) discusses the fundamental Postulate personal construct theory, suggesting that our varying abilities to predict and understand the world around us are what causes the differences between people. Experience vs. Risk One individual could see new encounters as interesting open doors for experience and a method for breaking liberated from fatigue. Someone else could see a similar experience as an unsafe, terrifying possibility that intrudes on their tranquility. Amicable versus Hostile, one individual could have an individual build that recommends that canines are cordial, adorable animals that answer fondness and warmth. The other individual, nonetheless, accepts that canines are scary and perilous. As a result of these two varying builds, the principal individual answers by moving toward the canine while different psychologists back and try to stay away from the creature.

PERSONALITY

The term "personality" refers to characteristics that are shown through a person's conduct in a variety of contexts across time.

It implies that a person's psychological makeup and social skills are decided by biological and inherited factors. In layperson English, the word personality is used to describe a person's physical characteristics or the outlook of the clothing they are wearing, while this phrase is also used to describe an individual's external outlooks in the context of social psychology. It is unique, it endures across time, it represents an organism's dynamic orientation to its environment, and social contact significantly influences it.

"A person's personality is a patterned collection of their habits, traits, attitudes, and ideas"(Young, K.) "Personality is the dynamic structuring of the individual's psychophysical system that determines his or her particular add-on to their surroundings."(G.W.ALLPORT).

The habits, attitudes, and other social characteristics that are exclusive to a particular individual conduct are referred to as that person's personality. (Lundberg)

HISTORICAL BACKGROUND OF PERSONALITY

Prior to the development of psychology, it is regarded as a branch of science, the study of the mind and body was first centered on harmonic implications. Later, it shifted to exotism.

To express words like macho, nerd, Playboy, and the kind that shows how a person is, one must use a single word for all the descriptions of the attributes. This is when the word personality first entered the conversation. Several philosophers view personality in a variety of ways. For instance:

Plato considered personality to be a part of the human soul, which is made up of the three elements of reason, emotion, and appetite. Reason is given the most priority among these three forces, while appetite is given the lowest.

Together with Plato, Aristotle offered his own perspectives by claiming that the soul serves as the "psyche's" seat of personality. He asserts that the psyche is something related to biological requirements and connections that process sensory information and manifest themselves as personality.

Renne Descartes (1596–1650) focused on spirituality that is most pure and non-tangible, describing it as a force that interacts with the physical body. He believed that personality is the result of connection with divine and primal energies. A little portion of the human brain is known as the pineal gland. He claims that this is where the soul and the body first make contact.

JOB SATISFACTION

Job satisfaction is determined by how we perceive our jobs - the positive career elements that make us feel more valued or allow us to feel as if we have a purpose, versus the negative career aspects, including such long hours or unhappy tasks, or feeling overlooked as an employee. Employees who are happy and satisfied with their jobs are more likely to perform well and stay with a company for a longer period.

Job satisfaction, as defined by E. A. Locke, is "the positive affective state that arises from the assessment of one's job as accomplishing or facilitating the achievement of one's job values."

"Job satisfaction is the degree to which individuals like or hate their jobs," says P. E. Spector. According to Hackman and Oldham's job characteristics theory, high motivation is associated with three psychological states while working: Meaningfulness of work That labor has meaning for you, something to which you can relate, and does not simply occur as a series of activities to be repeated. This is central to intrinsic motivation, which holds that job is motivating in and of itself.

Responsibility This involves the ability to adjust and incorporate what you learn on the job. The second is to emotionally connect them to the customers of their outputs, giving the work more meaning.

Maslow's hierarchical theory and Herzberg theory: A detailed evaluation of Herzberg's model reveals that the higher-level demands of Maslow's hierarchy of wants (esteem and self-actualization) serve as the main drivers of motivation for those employees who have made a certain level of social and economic success in society.

But they still need to meet the lower-level requirements to keep the situation as it is.
The motivational and maintenance aspects are separated by Herzberg's paradigm, which also emphasizes that the motivators often come from the job itself. The primary distinction between the two is that Maslow's theory is built on the fulfillment of human needs. Herzberg's idea, on the contrary, is based on praise and rewards.

SELF CONCEPT AND JOB SATISFACTION

According to research, people who are satisfied with their jobs have a more positive self-concept, which includes higher levels of self-worth, self-confidence, and a stronger belief in their own worth. Individuals with low job satisfaction, on the other hand, may encounter adverse effects on their self-concept, such as lower self-esteem and a sense of inadequacy.

Furthermore, job satisfaction can influence a person's feeling of purpose and fulfilment in life, which can positively impact their self-concept. A fulfilling and satisfying job, for instance, can provide a sense of accomplishment and pride, which can boost an individual's self-concept.

It is vital to keep in mind that the relationship between job satisfaction and self-concept can be influenced by a variety of factors, including social and cultural expectations, personal values, and personality factors in personality and work-related attitudes. Furthermore, research has shown that gender roles and expectations may play a role in shaping the connection between job satisfaction and self-concept between male adults.

PERSONALITY TRAITS AND JOB SATISFACTION

There is a developing collection of exploration investigating the connection between work fulfillment and character qualities. Character attributes are persevering through examples of thought, feeling, and conduct that can impact a singular's work fulfillment.

One normally involved model for portraying character attributes is the Five Variable Model (FFM), which incorporates five expansive components of character: openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism. Here is a brief overview of how each of these dimensions may relate to job satisfaction:

- Openness to experience: People who score high on this aspect will often be innovative, inventive, and open to novel thoughts. They might be bound to search out novel and testing work encounters, which can add to higher work fulfillment.
- Conscientiousness: This aspect is described by attributes like association, obligation, and reliability. People who score high on reliability might be bound to make progress in their professions, which can prompt higher work fulfillment.
- Extraversion: People who score high on extraversion will often be friendly, decisive, and amiable. They might appreciate occupations that include collaborating with others, for example, deals or client support jobs.
- Agreeableness: This aspect is portrayed by attributes like thoughtfulness, compassion, and participation. People who score high on pleasantness might be more fulfilled in positions that include helping other people or working in a group climate.
- Neuroticism: This aspect is described by characteristics like nervousness, frailty, and profound unsteadiness. People who score high on neuroticism might be bound to meet pressure and disappointment in their positions.

JOB SATISFACTION AMONG FEMALES

work-life balance: Ladies often have additional providing care liabilities, which can make it challenging to adjust work and family commitments. Associations that offer adaptable work game plans, like working from home or adaptable timetables, may assist female representatives with accomplishing better balance between serious and fun activities and experience higher work fulfillment.

Equivalent compensation and open doors: Orientation based pay inconsistencies and restricted open doors for headway can adversely affect work fulfillment among female representatives. Associations that give equivalent compensation and chances to vocation development and progression can assist female workers with feeling esteemed and spurred, prompting higher work fulfillment.

Steady work environment culture: A strong and comprehensive working environment culture can decidedly influence work fulfillment among female representatives. This can incorporate open doors for tutoring and proficient turn of events, as well as approaches and practices that advance variety, value, and consideration.

Work independence and adaptability: Female representatives might esteem occupations that furnish them with a feeling of independence and adaptability, permitting them to control their responsibilities and timetables. This can add to more noteworthy work fulfillment and work commitment.

Work weightiness: Female representatives might secure more noteworthy position fulfillment when they feel their work is significant and lined up with their qualities. This can incorporate chances to add to social causes or work on projects that decidedly affect their networks.

JOB SATISFACTION AMONG MALES
Research has shown that variables like work independence, open doors for vocation advancement, fair pay, and steady managers can decidedly impact work fulfillment among grown-up guys. Furthermore, a positive workplace, great associations with colleagues, and a feeling of importance and reason in the work can likewise add to more significant levels of occupation fulfillment.

Then again, factors like work instability, low compensation, restricted open doors for progression, and unfortunate balance between fun and serious activities can adversely influence work fulfillment among grown-up guys. Work environment stress, absence of acknowledgment, and struggle with managers or partners can likewise add to bring down degrees of occupation fulfillment.

Besides, research has shown that the connection between work fulfillment and other life spaces, like family and public activity, can likewise assume a part in general fulfillment. For instance, grown-up guys who feel satisfied and upheld in their own lives might be bound to encounter more elevated levels of occupation fulfillment.

It is critical to take note that work fulfillment can likewise be impacted by individual contrasts in character, business related mentalities, and values. Accordingly, work fulfillment among grown-up guys might shift relying upon their remarkable encounters and viewpoints.

REVIEW OF LITERATURE
Florica Orton, Ciprian Simut and Ramona Simut (2021). Self-efficacy, job satisfaction and teacher wellbeing in k-12 educational system. International journal of environmental research and public health.18(23), 12763. This study investigated connection between educator work fulfillment and four principal classifications of determinants: self-adequacy, social angles (partner cooperation, understudy conduct, school management), business related perspectives (authoritative responsibility, showing undertakings), and working circumstances, to recognize different ramifications for instructors' prosperity. The outcomes showed that self-adequacy, advancement, positive understudy conduct, and working circumstances fundamentally affect work fulfillment.

You-Jin Cho, Young-Ran Han, Yeo-Won Jeong (2022). Professional self – concept, job stress and triage competency among emergency nurses: secondary data analysis of a cross – sectional survey. Journal of emergency nursing. 48(3):288-298. This study was meant to assess the backhanded relationship of occupation stress with emergency capability through proficient self-idea among crisis medical attendants in Korea. Result of the study revealed that Proficient self-idea might be a significant determinant of emergency capability among crisis medical caretakers. To increase emergency capability among crisis medical caretakers,

individual attendants and the board endeavors are prescribed to cultivate proficient self-idea and lessen crisis nurture work pressure.

Xiaodan Li, Yue Guo, Tiyu Zhao et al. (2021). Cluster analysis of self – concept and job satisfaction in Chinese nurses with master's degree to identify their turnover intention: a cross sectional study. This study planned to conduct bunch examination of self-idea and job fulfillment to distinguish subgroups in medical attendants with graduate degree and investigate the relationship of turnover aim with attributes among these groups. Based on cluster analysis of NSCQ and JSS subscales in 405 nurses (99.3%) accessible for statistical analysis, three subgroups were discovered, with 30.9%, 17%, and 48.1% assigned to these clusters, respectively. Turnover intention varied dramatically among the three clusters, with Cluster 2 having the greatest turnover intention and Cluster 1 having the lowest. TIQ scores in each cluster were differentiated by working department, job, professional title, clinical nurse specialist, and annual salary.

Anna Bartosiewicz, Edyta Łuszczki, Lech Zaręba et al. (2022). Assessment of self – concept, self-efficacy, and the level of professional burnout of primary and secondary school teachers in Poland during covid – 19 pandemics. PeerJ 10:e13349. The study's goal was to examine the level of occupational burnout, job satisfaction, and self-efficacy of primary and secondary school teachers working in Poland during the COVID-19 epidemic. On the job satisfaction scale, the satisfaction of the polled instructors was average. The great majority of the questioned instructors displayed type B (overburdened risk type) work-related behaviour, and type A (overburdened risk type) burnout is quite likely. The amount of work satisfaction and professional burnout among the instructors polled is determined by their sense of self-efficacy.

Deisy Bernales-Turpo, Roy Quispe-Velasquez, Diony Flores-Ticona et al. (2022). Burnout, professional self – efficacy, and life satisfaction as predictors of job performance in health care workers: the mediating role of work engagement. The purpose of this study was to investigate the function of work engagement as a moderator in the link between job burnout, professional self-efficacy, life satisfaction, and job performance among Peruvian health care employees. The persistent mediation of professional self-efficacy, life happiness, and burnout on work engagement showed a positive predictive effect on job performance. According to research, professional self-efficacy, personal satisfaction, and burnout may all affect job performance through work engagement.

Christopher Roney. Hannah M Soicher (2022). Work and well-being: collective and individual self-concept, job commitment, citizenship behavior, and autonomy as predictors of overall life satisfaction. The journal of social psychology 162(4):423-434. As predictors of total Life Satisfaction, this study looked at features of one's employment (organizational commitment, citizenship behaviour, and autonomy), as well as individual variations in self-concept (collective vs individual). Greater collective self-concept predicted higher Life Satisfaction (LS), which was partially mediated by emotional job commitment, work autonomy, and altruistic civic behaviour, all of which independently predicted higher LS. Individual self-concept also turned out to be a strong predictor of LS, which was mediated in part by compliant civic behaviors. These findings imply that when work meets a desire for connectivity and autonomy, and when we are emotionally dedicated to our jobs and go beyond what is required, our overall LS increases.

Eleonora Topino, Annamaria Di Fabio, Letizia Palazzeschi (2021). Personality traits, workers' age, and job satisfaction: the moderated effect of conscientiousness. PloS One. 16(7):0252275. The purpose of this study is to look at the influence of age on the relationship between conscientiousness and work satisfaction. The relationships of the other Big Five personality characteristics with age were also investigated. The findings revealed a link between conscientiousness and work satisfaction. This was modified by age to the degree that it was significant for youth and middle-aged workers but not for older workers. The subdomain of persistence yielded similar results, but the association between scrupulousness and work satisfaction was not significant. Furthermore, no age-moderated interaction was discovered between the other Big Five personality traits and job satisfaction.

RESEARCH METHODOLOGY

Aim

To study the effect of self- concept and personality traits on the level of satisfaction towards a job.

Objective

1. To explore the relationship between self-concept and personality among male and female.
2. To explore the relationship between self-concept and job satisfaction among male and female.
3. To explore the influence of job satisfaction on male and female.
4. To explore the relationship between self – concept and job satisfaction among male and female.

Hypotheses

H1 -There would be positive relationship between personality traits and job satisfaction among male and female.

H2 -There would be positive relationship between male and female in the terms of self-concept and personality.

H3-There would be significant differences between male and female in regards with personality traits.

H4- There would be a positive influence of personality traits and self-concept on the level of job satisfaction level.

VARIABLES

Independent variables

1. Self-concept
2. Personality Traits

Dependent variable

Job satisfaction

Control variable

Gender (50 males & 50 females)

Age (20 – 40 years)

Sample Selection
The research design for this study involves a quantative approach using random sampling to collect data from 100 working adults, especially people from job sectors aged 20-40 years. The study aims to investigate the influence of self- concept and personality traits on job satisfaction.

- **Inclusion**- The sample consisted of 100 male and female participants aged 20-40 years, working in different sectors. Participants should be citizens of India.
- **Exclusion-** Any individual less than 20 or more than 40. not working individually. Data was collected from this sample using surveys and questionnaires to explore job satisfaction and related variables among young adults**.**

Research Design
The research design employed for this study was quantitative, utilizing statistical methods such as Pearson correlation coefficients to examine the relationship between variables. Descriptive statistics including mean and standard deviation were calculated to summarize the data. Data was calculated through surveys, with participants providing responses to structured questionnaires.

The research study will employ two primary data collection methods: surveys and interviews. Surveys will be distributed to the participants to gather quantitative data on their responses to various questionnaires or scales related to the variables of interest, such as value of self, life satisfaction, job satisfaction and type of personality.

Consent will be taken from the participants, important/ basic information shall be provided. The questionnaire will be fully structured and conducted in person for deeper exploration of the participants' thoughts and feelings related to the research topic.

Data will be carefully recorded and transcribed for further analysis. The data collected through these methods will be used to analyze and interpret the relationships among the variables of interest and provide insights into the research topic.

Tool Description
The study involves a quantitative approach using random sampling to collect data from 100 adults, aged 20-40.
The data will be collected using three main tools:

1. Robson self- concept questionnaire - The Robson Self-Idea questionnaire follows a comparative example to the past surveys investigated in this article. It comprises of 30 proclamations connecting various areas of self-idea, with validity of .70. The scale is having 30 items with a Likert scale starting from 0-7 from completely disagree to strongly agree.
2. The Big Five Inventory (BFI)- The Big Five Inventory (BFI) is a self-report scale that is intended to gauge the enormous five-character qualities (extraversion, agreeableness, conscientiousness, neuroticism, and openness).
   It measures personality on to 5 dimensions mentioned above, with the help of Likert scale of 0- 5. The test has reliability of 0.88.
3. Job satisfaction scale- Job satisfaction is a widely accepted psychological aspect of functioning in any profession. This scale provides the level of satisfaction with which workers view their job. It results when there is a fit between job requirements and the work and expectations of both employees, it expresses the extent of match between

worker's expectation and the reward the job provides, and the value created. This tool has its test- retest reliability as 0.978.

Procedure

The data collection procedure involved the use of a structured questionnaire, which included both closed-ended and open-ended questions. The closed-ended questions were designed to collect quantitative data, where participants could select from predefined response options, while the open-ended questions allowed participants to provide qualitative responses in their own words. The questionnaire was administered either electronically or in person, and participants were encouraged to provide honest and accurate responses. The collected data from the questionnaire will be used for statistical analysis and qualitative interpretation to address the research objectives.

Data Analysis

Table 1. Frequency Table of Gender Distribution in the Sample.

	N	**%**
Male	46	46.5
Female	53	53

Note: A frequency table was generated to describe the distribution of gender in the sample. As shown in table 1, majority participants were female (n = 53, 53%), while 46 participants were males (46.5%).

Table 2. Correlation between self-concept, job satisfaction and personality traits.

	Extraversion	**Agreeableness**	**Conscientiousness**	**Neurotism**	**Openness**	**SCQ**	**JSS**
Extraversion	1						
Agreeableness	.285**	1					
Conscientiousness	.351**	.459**	1				
Neurotism	-.464**	-.291**	-.561**	1			
OPENESS	.236*	.424**	.250*	-.301**	1		
SCQ	.482**	.369**	.501**	-.604**	.293**	1	
JSS	.159	.149	.098	-.188	.181	.398**	1

**. Correlation Is Significant at the 0.01 Level (2-Tailed).
*. Correlation Is Significant at the 0.05 Level (2-Tailed).

Table 3 T- Test between male and female on job satisfaction and self-concept.

	Levene's Test for Equality of Variances		**T-test for Equality of Means**						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
SCQ	.445	.506	-.651	97	.517	-1.92904	2.96305	-7.80987	3.95179
			-.660	96.763	.511	-1.92904	2.92299	-7.73054	3.87246
JSS	.137	.712	.196	97	.845	.48564	2.47457	-4.42569	5.39698
			.196	94.743	.845	.48564	2.47654	-4.43108	5.40236

Table 4. T- Test between male and female on personality traits

	Levene's Test for Equality of Variances		T-Test for Equality of Means						95% Confidence Interval of the Difference	
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference		Lower	Upper
Openness	.730	.395	-1.118	97	.266	-.73011	.65320		-2.02652	.56631
			-1.104	88.281	.273	-.73011	.66135		-2.04433	.58412
Conscientiousness	1.258	.265	-2.022	97	.046	-1.75964	.87041		-3.48716	-.03212
			-2.047	96.898	.043	-1.75964	.85966		-3.46586	-.05342

	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Extraversion	.012	.912	1.149	97	.253	.83552	.72724	-.60785	2.27889
			1.152	95.943	.252	.83552	.72525	-.60411	2.27515
Agreeable	2.344	.129	-1.924	97	.057	-1.63741	.85119	-3.32679	.05198
			-1.948	96.861	.054	-1.63741	.84037	-3.30533	.03052
Neuroticism	2.216	.140	-.331	97	.742	-.31050	.93909	-2.17434	1.55333
			-.337	95.713	.737	-.31050	.92213	-2.14099	1.51999

Table 5. Regression analysis to show the influence of personality and self-concept on the level of job satisfaction among male and female.

ANOVAª

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2680.702	7	382.957	2.916	.008ᵇ
	Residual	11952.591	91	131.347		
	Total	14633.293	98			

a. Dependent Variable: JSS
b. Predictors: (Constant), SCQ, Gender, Openness, Agreeable, Extraversion, Conscientiousness, and Neuroticism.

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	43.646	16.079		2.715	.008
Gender	-1.156	2.466	-.047	-.469	.640
Extraversion	-.129	.387	-.038	-.333	.740
Agreeable	.078	.333	.027	.236	.814
Conscientiousness	-.350	.357	-.126	-.980	.329
Neuroticism	.126	.353	.048	.355	.723
Openness	.340	.405	.090	.839	.404
SCQ	.396	.108	.475	3.678	.000
a. Dependent Variable: JSS					

RESULT AND DISCUSSION

The aim was to examine the relationship between personality and self-concept and its influence on the level of job satisfaction among male and female. The tools that were used for the study are: Robson self- concept questionnaire, BFI -2(short version)- 30 items and job satisfaction scale Dr. Amar Singh and Dr. T.R. Sharma and it had good to moderate test-retest reliability. Rosenberg Self Esteem Scale is a 30-item scale which measures global self-worth, and it was developed by Rosenberg M. (1965) and it presented high ratings in reliability area and internal consistency was 0.77. In other words, it had good predictive validity as well as internal consistency and test-retest reliability. Big five inventory (BFI-2) scale is a 30-item scale developed by Goldberg, 1993 which analyses five domains of personality (openness, conscientiousness, agreeableness, and neuroticism) of an individual. The scales were administered to the adolescents and rapport was formed and instructions were given to the subjects. The study was focused on examining the relationship between personality and self-concept and its influence on the level of job satisfaction among male and female. Self– concept and Personality traits were regarded as independent variables and Job satisfaction as dependent variable and the study was limited to adults of age group 20-40 and a sample of 100 were selected for the study and random sampling was chosen so that the results could be fair and generalized.

Personality traits were examined at a broader level, and it was observed that traits can have both positive and negative impact on individual's level of thinking, self- image, self- esteem and satisfaction in major aspects of life. High level of openness or being extraversion allowed person to explore and accept the gratification of the job he/ she is holding. According to earlier studies women's were more impacted from the concept they hold about themselves, however the level of stress, is shared by both men and women in same ratio.

Research demonstrated that individual being high on domain such as openness, extraversion or agreeableness were able to achieve the highest level of job satisfaction as compared to individuals high on neuroticism, conscientiousness.

Based on the Analysis of the Above-Mentioned Tables, The Following Conclusions can be Drawn Regarding the Hypotheses:
Hypotheses 1-There would be positive relationship between personality traits and job satisfaction among male and female.
- Pearson product correlation of personality traits and self-concept with job satisfaction scale was found to be moderately and statistically significant (r= 0.482, p<.001).
- This shows that an increase in self-concept and personality will also increase the job satisfaction.

HYPOTHESE 2: There would be positive relationship between male and female in the terms of self-concept and personality.
- There were no significant differences (t(df) = -.651, p = 0.014) in the scores with mean score for **Male (**M = 68.10, SD =13.13) was higher/ lower and **Female** (M = 70.3, SD =15.93).
- The magnitude of the differences in the means (mean difference= -1.92, 95% CI: -7.80 to 3.951) was significant hence, H2 was supported.

HYPOTHESES 3: There would be significant differences between male and female in regards with personality traits.

- An independent samples t-test was conducted to compute the difference personality traits among male and female. There were no significant differences (t(df) = -1.118, p = 97) in the scores with mean score for **Male** (M = 68.10, SD =0.65) was higher/ lower and **Female** (M = 0.89, SD = 13.13).
- The magnitude of the differences in the means (mean difference=-.730 ,95% CI: -0.02 to .566) was significant hence, h2 is supported.

HYPOTHESES 4: There would be a positive influence of personality traits and self-concept on the level of job satisfaction level.

- The dependent variable job satisfaction was regressed on predicting variable self-concept (SC) and personality traits (PT) to test the hypotheses H4, SC and PT significantly predicted, F(7,91=2.196), p <0.001, which indicates that self-concept and personality trait can play a significant role on the level of job satisfaction (b=-0.47, p <.001).
- Theses result clearly direct the positive affect of personality traits and self- concept on job satisfaction level among male and female, moreover, the R^2 = 382.9 depicts that model explains of the variance.

LIMITATIONS AND SCOPE FOR FUTURE RESEARCH

1. **Test Size and Generalizability**: The review used an example of 100 members which might restrict the generalizability of the discoveries to a bigger populace. The example was drawn from a particular setting or populace which may not address the variety of adults working in different sectors.
2. **Self -Report Measures:** The review depended on self-report estimates which might be subject to social attractiveness predisposition, review predisposition and different inclinations innate in self-report information and the discoveries might be affected by members' abstract insights and understanding of the actions and this may likewise influence the legitimacy of the outcomes.
3. **Cross Sectional Plan:** The review used a cross sectional plan which has impediments in laying out causality and figuring out the drawn-out impacts.

Scope for Future Exploration are
1. Longitudinal Examinations: Longitudinal investigations could be directed to inspect the long-term impacts of harassing on confidence and mental prosperity over the long run, and to distinguish the potential interceding and directing elements that impact these connections.
2. Multi-Source and Multi-Strategy Approaches: Future exploration could integrate multi source and multi-strategy draw near, including friend or instructor reports and objective proportions of confidence and mental prosperity, to get a more complete and objective evaluation of the factors being scrutinized.

Future research guideline
- **Increasing the age limit** will provide more accurate answers to the problem of study. It can be studied from the age of 20-50 years.

- **It was more focused on only two variables** namely self-concept and personality traits. Other variables such as job roles, position in family, monthly/ annual income and family support can be included.
- **Increase in the number of sample size** in this study, the sample size of 100 (50 male & 50 female were recruited) to increase the validity and reliability of the study more appropriate sample size like n= 500, can be taken.

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