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Comparative Study

Level of Spirituality of Administrators with Regards to Various Personality Traits: A Comparative Study

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ABSTRACT

The study examines the difference between high and low level of spirituality impact on administrators with regard to ten personality factors. (Results based on Cattle's 16 PF). A sample of 30 administrators were taken in this study from government administrative officers. The findings of this study reveal a clear significant difference between both the spirituality group of Administrators on factor 'B'; Reasoning, 'I'; sensitivity and 'Q3'; Perfectionism and other personality factors are found quite common in both groups.

Keywords: *Warmth, Reasoning, Dominance, Rule Consciousness, Sensitivity, Vigilance, Abstractedness, Privateness, Apprehension, Perfectionism*

T his paper addresses a comparative study of high and low spirituality level of administrative officers with regard to various personality factors. In last ten to fifteen years numerous studies have been aimed to deal with different personality structure of both male and female counterparts of various professions. In such studies few were conducted on administrative professionals in comparison to other professional groups. An effective administrator knows how to organize, eliminates that which is pointless and distracts from basic goals, deliberately limits choices but provides ample room for creativity within those choices, has clear desires, and enables employees working under his supervision to realize those desires. People who work as directors or administrators grumble about it all the time. "One more meeting," "One more survey to execute," "One more emergency" Administrators need to build a vision of the whole, an understanding of how each piece fits and works together. It is very useful to comparatively study various personality factors among spiritually oriented administrators' professional groups. Many researchers conducted by different renowned universities confirm the result that different professional groups need different personality and well-being traits due to their professional demands and social status. This study included spiritually oriented professionals from different administrative groups.

One interesting fact came up in a study conducted by Dent et al. (2005). The investigation uncovers that on spirituality and its relationship to work environment initiative is a convincing issue for administration professionals and scientists. Another study by Anitha V

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(2008). investigated and stated administration as the art of using resources and coordinating people to get work done. Furthermore, specific research by Tischler et al (2002) show that despite the reluctance of authoritative scholars to manage emotions or spiritual experiences, analysts have begun to dispute the importance of examining their relationship to the execution of the work environment. For example, recent research has demonstrated a positive relationship between emotional intelligence and workplace performance. Moreover, it is felt that spirituality is associated with the execution or appropriateness of the work environment. The aforementioned study examines the effects of emotional intelligence and spirituality on the work environment, presents some hypothetical models that explore possible relationships between these factors, and finally presents some considerations for future research that emerge from the models.

METHOD

A total of 30 administrators from different government offices (MP) were selected in the study. The age range of the sample was 25 & above (both male & female). Their selection was based on the criteria that they should be government employee.

Null Hypothesis (Ho): There is no significant difference between high and low level of spirituality of Administrators with regards to their various personality traits.

RESULTS & DISCUSSIONS

Table Showing Statistical Representation of Data

Table 1(a): High Spirituality Level of Administrators with regard to various Personality Traits.

S. No	1	2	3	4	5	6	7	8	9	10
16 P. F	A	B	E	G	I	L	M	N	O	Q_3
M_1	11.5	9	14.5	14	13.5	8.5	14.5	9.5	8.5	14.5
δ_1	3.54	1.41	3.54	1.41	0.71	0.71	4.95	4.95	2.12	0.71

Table 1(b): Low Spirituality Level of Administrators with regard to various Personality Traits.

S. No	1	2	3	4	5	6	7	8	9	10
16 P. F	A	B	E	G	I	L	M	N	O	Q_3
M_2	9.45	6.55	10.83	12	8.76	7.93	10.4	8.55	10.3	8.86
δ_2	2.26	3.47	3.79	2.67	3.24	4.18	4.33	3.5	4.93	4.21

Table 2: 't' value of 16 PF, of administrators with regard to personality traits.

S. No.	1	2	3	4	5	6	7	8	9	10
16 P.F	A	B	E	G	I	L	M	N	O	Q3
t- test	0.81	2.06	1.41	1.82	6.06	0.62	1.13	0.27	1.07	6.08
Level of Significance	NS	0.05	NS	NS	0.01	NS	NS	NS	NS	0.01

From the results presented in Table 01(a) &(b), the mean value of high group of administrators on factor A i.e. personality trait warmth is 11.5, the value of SD is 3.53, while the mean value of low group on the same traits is 9.44, the value of SD is 2.26. Both groups are compared using t-test. The obtained value of the t-test is 0.80, which is not significant at any confidence level.

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The group of administrators with high spirituality was compared in terms of factor B, i.e., the characteristic of reasonableness. It was found that the mean and the value of SD for this group are 09 and 1.41, respectively, while the mean and the value of SD for the same personality traits for the group with low spirituality are 6.55 and 3.47, respectively. The value of the t-test is 0.05, which is significant at a confidence level of 0.05. Thus, a difference was found between the two groups, and it can be concluded that spirituality positively influences the presence of logical thinking.

For factor E, i.e., dominance trait of personality, the mean and SD value of the high group is 14.5 and 3.53, respectively, while the mean of the low group is 10.82 and SD value is 3.78. The calculation of the t-value was 1.41, which is not significant.

The high group of administrators was compared in terms of factor G, i.e., the personality trait rule awareness. It was found that the M and SD values of this group are 14 and 1.41, respectively, while the mean and SD values for the same personality traits for the low group are 11.96 and 2.66, respectively. The value of the t-test is 1.82, which is negligible and shows no difference between the two groups on this personality trait.

The groups of administrators with high and low spirituality levels are compared in terms of factor I, i.e., the sensitivity trait. The values M and SD of the high group are 13.5 and 0.70, respectively. For the same personality traits, the mean and SD for the low group are 8.75 and 3.23, respectively. The comparison was made by applying the t-test between the two groups. The t-test yielded a value of 6.06, which is significant at a confidence level of 0.01. Thus, the difference between the two groups is analogous and it can be concluded that spirituality positively influences the presence of this characteristic.

The result shows that the mean value of the high spirituality level group of administrators in terms of factor L, i.e., the trait vigilance, is 8.5 and the value of SD is 0.70. For the same traits the mean and SD of the low group are 7.93 and 4.18, respectively. After contrasting the two groups by a t-test, the value is 0.61, which is not significant at any confidence level. The high and low spirituality groups of administrators are compared in terms of factor M, i.e., the personality trait abstract ability. The M and SD values of the high group are 14.5 and 4.94, respectively. For the same traits the mean value of the low group is 10.44 and the value SD is 4.33. By comparing the t-test values between the two groups. The obtained value of t-test is 1.12, which is not significant at any confidence level.

From the results of the study, the mean and SD value of the administrators in relation to the factor N, i.e. Privateness is 9.5 and 4.94, respectively. For the same trait the mean value of the low group is 8.55 and the SD value is 3.50. Both groups are compared using the t-test. The obtained value of the t-test is 0.26, which is considerable for no confidence level.

The results of the present study show that the mean value of the high spirituality level of administrators in relation to factor O, i.e., the personality trait open-mindedness, is 8.5 and the value of SD is 2.12. On the other hand, the mean value and the value of SD for the same personality trait of the low spirituality level are 10.37 and 4.93, respectively. Both groups are compared using the t-test. The obtained value of the t-test is 1.06, which is considerable for no confidence level.
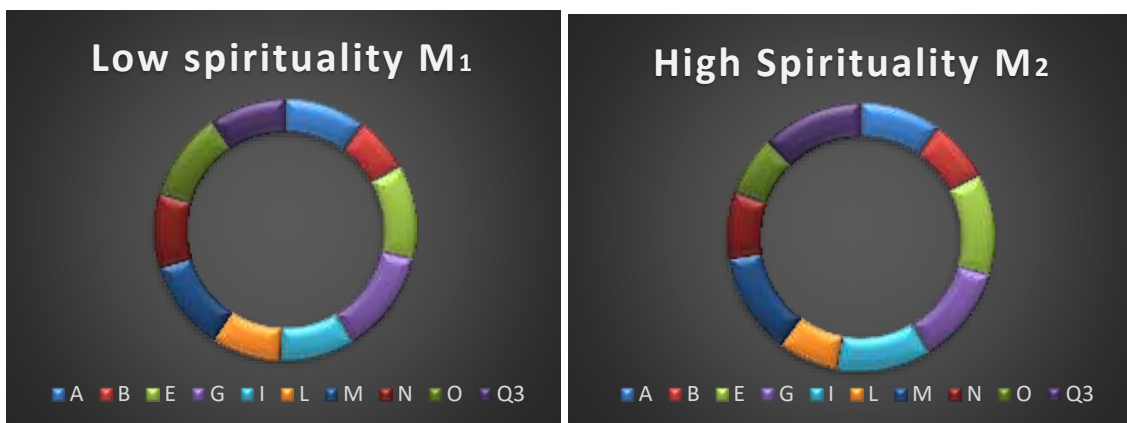
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The results of the study show that the mean value of the high spirituality level of the administrators in relation to the factor Q3, i.e. the trait perfectionism, is 14.5 and 0.70, respectively. For the same personality trait, the mean value of the low group is 8.86 and the value of SD is 4.20. The comparison was made by applying the t-test between the two groups. The t-test resulted in a value of 6.07, which is significant at the .01 level. Thus, a difference was found between the two groups with a high level of spirituality. Thus, it can be concluded that spirituality positively influences the presence of the personality trait perfectionism.
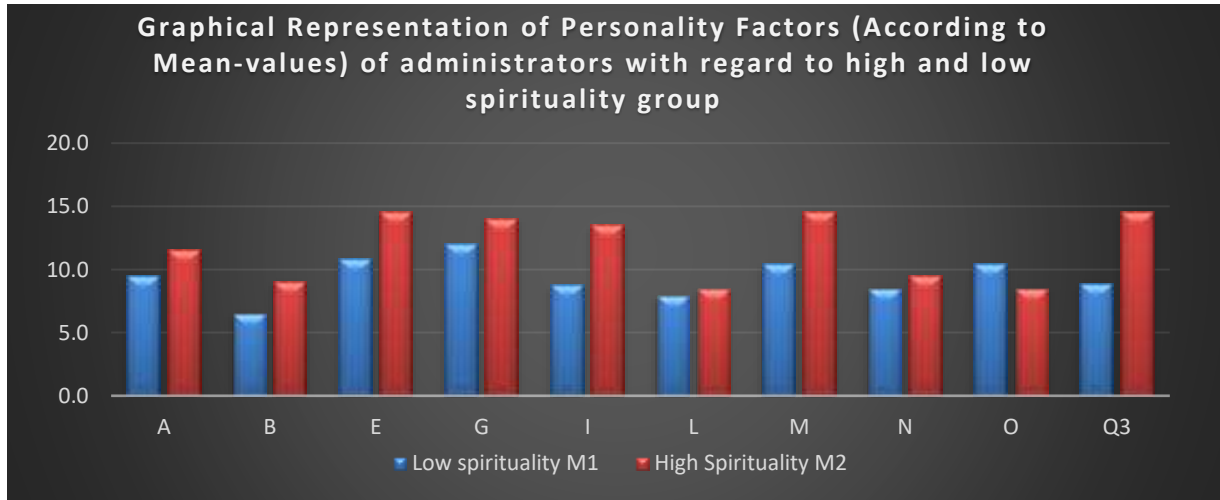
CONCLUSION

Compared to all personality factors, the study results show a clear significant difference between the two spirituality groups of administrators on factors B, I, and Q3 (i.e., Reasoning, sensitivity, and perfectionism, respectively). The high spirituality group of administrators tend to be quick to pick up ideas, quick to learn, and intelligent. There is some correlation with cultural level and some correlation with alertness. They are comparatively emotionally sensitive and have good control of their emotions and general behaviour. They tend to be socially attentive and cautious, showing what is commonly called "self-respect" and high regard for social prestige. They sometimes demand attention and help, are impatient, dependent, temperamental, and overly protective. They have an aversion to rough people and rough occupations. In a group, they often tend to slow down the group's performance and disrupt the group's morale by being unduly pushy. Sometimes, however, they tend to be perfectionistic and stubborn. Effective leaders are high on Q3.

Administrators with low spirituality tend to be slow to learn and comprehend, are obtuse, and are prone to concrete and literal interpretations. This sluggishness may simply be an expression of low intelligence, or it may represent poor function due to psychopathology. They tend to be rough, realistic, "down to earth," unself-reliant, and responsible, but are sceptical of subjective, cultural elaborations. They are sometimes unapologetic, harsh, cynical, and complacent. They tend to hold a floor that operates on a practical and realistic "no-nonsense" basis. They do not care about will control and have little regard for social demands. They are impetuous and not overly considerate, careful, or meticulous. They may feel maladjusted and most of the maladjustments (especially the affective ones, but not the paranoid ones) show Q3. In many cases, administrators with low spirituality show traits of a critical, obstructive and hard professional.

In many professions these are desirable traits, but in certain fields such as administrative office work or field service, other personality approaches are required. Spirituality always helps professionals with the transparency and unconditionality that connects them to the past and the institutions in which they serve. From the present study, it can be concluded that spiritually oriented administrative professionals use various aspects in their behaviour related to personality and well-being, which could be due to the influence of various factors such as personal and social ties, responsibilities, and their work demands, where spirituality actually helps them directly or indirectly to cope with their inner stress or frustrations by developing an appropriate value system for fulfilling various professional demands so that they can plan important actions to improve their work for society.

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Conflict of Interest
The author(s) declared no conflict of interest.