

Relationship between Personality Traits and Resilience among Working Women

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ABSTRACT

This research paper explores the complex relationship between personality traits and resilience among working women in Bangalore, India. This study explores how cultural values and gender norms shape personality traits associated with resilience in India, a country with a mix of tradition and modernity. In a quantitative approach using the Big Five Personality Inventory (BFI) and the 14-item Resilience Scale (RS-14) in 200 women aged 21 to 50, correlations show moderate positive relationships between extraversion, conscientiousness, agreeableness and openness with resilience. Conversely, Neuroticism showed a slightly negative correlation with resilience, highlighting the complexity of this relationship. The results highlight the need for tailored interventions to support women's professional and personal lives.

Keywords: *Personality Traits, Resilience, Working Women*

India's workforce is undergoing remarkable transformation, largely due to the contributions of working women, who are at the heart of the change. In the changing work environment, the role of women has changed significantly, increasing their participation and leadership in various fields. Balancing personal and professional responsibilities emphasizes the importance of resilience to success and well-being. This study explores the complex relationship between personality traits and resilience among working women in India, specifically in Bangalore, and how these factors empower women to overcome challenges and improve their well-being and career success.

According to a Deloitte report cited by The Indian Express (2020), women's participation in the Indian workforce decreased from 36.7% in 2005 to 26% in 2018, while their employment rate was approximately 20.3% in 2019 (Kumar, 2021). Factors such as familial obligations, traditional societal norms, and limited flexible work arrangements contribute to this decline. Despite challenges, women in India are increasingly assuming leadership roles across various sectors, highlighting their resilience in balancing personal and professional duties. This study investigates the complex interplay between personality traits and resilience among working women, aiming to enhance their well-being and career advancement. Gender biases in the workplace hinder India's economic progress, underscoring the importance of redefining work structures post-pandemic. The female

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Relationship between Personality Traits and Resilience among Working Women

employment participation rate, which reached 31% in 2000, fell to 21% in 2018, illustrating the hurdles in addressing societal expectations and promoting gender equality in the labour market. Additionally, safety concerns and limited job opportunities nearby deter women in urban areas from entering the workforce (BBC News, 2023). Despite these challenges, there have been some positive developments.

According to The Times of India, an analysis of census figures reveals that Bengaluru boasts a significant proportion of employed women, comprising approximately 39% of the city's workforce. In contrast to Delhi, Bengaluru leads the survey by over 25%. Hence, Bengaluru currently ranks as the city with the highest number of employed women in India, with a ratio of one working woman to every two working men (The Times of India, 2019). Given Bengaluru's status as a hub for employed women, this research holds particular relevance for understanding the traits and resilience of working women in the city.

The COVID-19 pandemic appears to have unexpectedly benefited India's small yet influential community of employed women. Amidst the economic turmoil triggered by the pandemic, employers nationwide informed CNN Business last year that highly educated women were experiencing better job prospects in mid- to senior-level positions. They attribute this shift to the widespread adoption of remote work by many companies during the pandemic (Madhok, 2021). As the number of employed women continues to rise, this study gains relevance for a broader audience.

Personality

Personality is formed by genes and environment and includes thoughts, feelings, and behaviours that differentiate individuals. According to type theory, people are divided into Types A (persevering and competitive), B (unconventional), C (committed), and D (anxious). The Myers-Briggs theory further classifies individuals across four dimensions: introversion-extroversion, sensation-intuition, thought-contemplation, and judgment, resulting in 16 personality traits.

Personality research has practical implications by deepening our understanding of how people develop throughout their lives. Self-assessment tools allow you to identify your personal strengths, weaknesses, and areas for growth, and certain tests can categorize traits such as adaptability and sociability. These findings can affect your behaviour in areas such as work and relationships and can also affect your overall health.

Personality significantly influences thoughts and actions, with harmful attitudes causing disruption and stress. Recognizing problems becomes challenging for those with personality disorders due to severe symptoms, encompassing conditions like paranoid, schizoid, antisocial, borderline, and narcissistic personality disorders. Behavioural manifestations include aggression, negativity, distrust, pessimism, and personal distress. Disregarding boundaries can violate personal space, and some individuals may experience suicidal thoughts. Seeking guidance from a doctor or therapist is recommended if behaviour contributes to stress or mental health challenges. Effective treatments, including therapy and medication, can provide relief for conditions like OCD (Kendra Cherry, 2023).

Personality traits

Personality traits are enduring patterns of thinking, feeling, and behaving that determine how people consistently interact with their environments. These characteristics persist in all

Relationship between Personality Traits and Resilience among Working Women

situations and shape our perceptions, interactions, and coping mechanisms. The five-factor model categorizes these characteristics into five main dimensions.

- **Openness to experience.** This trait reflects a person's tendency to be open-minded, imaginative, curious, and open to new ideas and experiences. Highly open-minded people tend to enjoy exploring new concepts and working creatively.
- **Conscientiousness.** An honest person is organized, responsible, and reliable. They are goal-oriented people who tend to plan ahead, work hard, and strive to achieve their goals.
- **Extraversion.** Extraversion refers to how outgoing, sociable, and active a person is. Extroverts thrive in social settings, are often enthusiastic, and enjoy interacting with others.
- **Agreeableness.** Agreeable people are characterized by consideration, cooperation, and concern for others. They tend to be empathetic, kind, and focused on maintaining harmonious relationships.
- **Neuroticism.** Neurosis pertains to an individual's emotional stability. Those classified as neurotic often endure frequent negative emotions and mood fluctuations, whereas individuals with low neuroticism levels typically display greater resilience and emotional steadiness. Personality traits significantly impact various facets of one's life, such as career decisions, interpersonal bonds, coping mechanisms, and overall well-being. While personality traits exhibit relative stability, they remain subject to change through life experiences, personal development, and deliberate behavioural and cognitive adjustments.

Trait theories of Personality

In research, it is important to understand the approach to personality traits. These theories suggest that individuals have unique characteristics that form their personality. Examples include Allport's three-level trait, Cattell's 16-factor model, and the five-factor model of personality. These frameworks describe different characteristics and their impact on personal and social aspects of life. Understanding these theories reveals the complexity of human behaviour and relationships.

There are also some criticisms of the theory. It is a common view among psychologists and theorists that people can justify their good deeds. But theorists still debate how many traits constitute human behaviour. Good thinking also has its drawbacks. Some of the most common criticisms of positive thinking relate to the fact that positive thoughts often lead to negative behaviour. Even if someone scores high on positives, that doesn't mean he or she will do so in every situation. Another problem is that positive theory does not answer the question of how and why individual differences between people arise. (Kendra Cherry, 2023).

Personality traits are unique tendencies that express each person's personality and have a consistent and lasting influence on his or her behaviour and thoughts. For professional women, these attributes, influenced by ambitions, interests, and challenges, vary. Core traits encompass empathy, collaboration, intuition, leadership, adaptability, multitasking, and decisiveness, with resilience, emotional intelligence, cultural flexibility, and proactivity being vital. These qualities empower women to navigate workplace complexities and societal expectations, crucial for managing stressors from work, family, and social obligations. Understanding women's distinctive traits, particularly resilience, offers valuable

Relationship between Personality Traits and Resilience among Working Women

insights, impacting coping mechanisms, mental well-being, career paths, relationships, and leadership abilities.

Resilience

Resilience, as stated by Russo et al. (2012) and Rutter, Southwick, and Charney (2012), can be understood as the versatile capacity to effectively adapt in the face of hardships, while sustaining regular physical and psychological well-being. A resilient individual is characterized by their adept coping mechanisms, the ability to mobilize accessible resources, a willingness to seek support when necessary, and the capability to devise solutions for the challenges they encounter (Wu et al., 2013). Psychologically resilient individuals harness their unique skills and strengths to surmount the challenges that life presents, ranging from the loss of a loved one, divorce, financial struggles, illness, job loss, medical crises, natural disasters, and more. They confront life's trials with unwavering passion.

People who suffer from anxiety often exhibit traits that help them overcome their obstacles. This includes a resilient mindset, which refers to the recognition of inner strength to persevere in the face of adversity. Effectively managing emotions during times of stress, recognizing their temporary nature, and controlling emotions such as anger and sadness are critical to resilience. People who feel in control believe they can influence outcomes through their actions. They meet challenges head-on, seek solutions, accept themselves and show kindness even in the midst of hardship. Seeking medical support means being empowered and recognizing the importance of help.

Resilience involves the collective ability to cope with life's challenges, which is influenced by a variety of factors that influence tolerance to stress. Physical Protection emphasizes the role of physical activity in adapting to physical stress, influencing overall health and responses to medical issues. Psychological Resilience involves adapting to change and maintaining composure during crises, channelling mental energy towards problem-solving. Emotional resilience focuses on managing emotions, promoting self-awareness, and the ability to seek comfort when under stress. Social Resilience centres on a group's ability to recover from hardships through connections, collaboration, and community support, crucial in facing challenges like natural disasters.

Several factors contribute to resilience. Some people have innate resilient traits that help them avoid depression, but these behaviours are not exclusive. Resilience is based on both internal and external factors such as genetics, health, and environment. Social support plays an important role, as emotionally sensitive people seek help from loved ones. Effective communication, self-control, intelligence, and self-esteem are common traits of socially adept people. Seeing yourself as a warrior rather than a victim facilitates the development and execution of realistic plans.

Resilience allows you to cope with stress and depression, giving you the strength to overcome challenges and avoid despair. Psychologists emphasize perseverance in difficult situations, rebuilding lives, and adapting to change. Despite setbacks, resilience promotes persistence to achieve positive outcomes even in a crisis. Developing patience is a trainable skill and is often encouraged by caregivers. To develop resilience, it's important to challenge negative thinking, deal with problems constructively, and encourage positive perspectives. Encouraging problem-solving and leveraging support networks promotes the growth and resilience essential to overcoming life's challenges.

Relationship between Personality Traits and Resilience among Working Women

Managing stress optimizes energy levels through various well-being practices like sufficient rest, physical activity, cognitive growth, therapy, diaphragmatic breathing, journaling, biofeedback, improved communication, and refined problem-solving. These strategies also aid in muscle relaxation during heightened stress, fostering confidence and resilience. Dedication and practice enable individuals of all ages to acquire and proficiently apply these skills, empowering them to tackle stressful situations effectively (Kendra Cherry, 2023).

Resilience, the ability to face obstacles, bounce back from setbacks, and adapt to change, has a significant impact on women's personal and professional flourishing. This trait grows with strong physical and mental health, including self-esteem, determination, optimism, social support, and a goal-oriented mindset. Some women develop resilience naturally, while others develop it through education, mentorship, and self-development. A detailed understanding of the behaviours that promote resilience can improve life satisfaction.

Need and Significance of the study

Studying personality traits and resilience in working women is important for several reasons. First, it helps you understand the factors that contribute to success in the workplace. According to a Harvard Business Review study, women are perceived to be just as effective as men in leadership positions. In fact, it is considered more effective for over 84% of the most commonly measured competencies (Zenger & Folkman, 2021). Second, resilience has been shown to positively impact job satisfaction and engagement, as well as overall well-being, and can reduce depression. Finally, understanding the personality traits that contribute to resilience can help us build our own resilience and develop strategies for dealing with setbacks.

The relationship between personality traits and resilience among working Indian women is related to the Indian cultural context. Cultural values shape women's characteristics and are influenced by tradition, modernity, and social expectations. It's important to understand this. According to statista, "With a GDP of more than INR 17 trillion, Karnataka is considered one among the richest states in India. Its capital city, Bengaluru, plays a crucial role as the main catalyst for its economic growth. Bengaluru has clearly gained India's global reputation as a preferred offshoring hub for various IT companies, offering a wide range of IT services. "The urban area's economic success goes beyond just the IT field, also including vital sectors like biotechnology and pharmaceuticals." (Keelery, 2023)

The complex interplay of personality traits and resilience of working Indian women unfolds a compelling story of growth, and adaptability. As India moves towards greater gender equality, understanding how these characteristics strengthen women's resilience becomes paramount. By recognizing and immersing ourselves in the unique combination of attributes that characterize working women in India, we can value their contributions and create an environment that fosters their well-being and career success. The relationship between personality traits and resilience in working women shapes women's leadership in professional and personal domains, including traits that interact with factors such as social support, working conditions, and accessibility to resources, represents a diverse and complex research area. Recognizing this connection can guide researchers, employers, and individuals to tailored interventions, supportive atmospheres, and self-improvement strategies that allow women to thrive amidst challenges. Ultimately, this insight will help the female workforce become more resilient, stronger and more successful.

REVIEW OF LITERATURE

(Sidheek et al., 2017) conducted a study in Bangalore, India, using the Kannada version of the Connor-Davidson Resilience Scale (CD-RISC) to evaluate resilience and its correlation with psychological distress among adolescent girls. The aim of the study was to validate the Kannada CD-RISC and investigate its psychometric properties, particularly among adolescents from low-income households. Data were collected from 606 participants and showed a negative relationship between psychological distress and resilience. This study identified four stable factors that were different from the original five factors and demonstrated the effectiveness of the CD-RISC in assessing resilience in economically disadvantaged youth. However, personality traits and working women were not considered, which represents a research gap.

(Shanthakumari et al., 2013) explores the concept of resilience among Indian women exposed to intimate partner violence (IPV) and highlights the lack of understanding in this area, especially in a patriarchal environment. This qualitative study, conducted in Bangalore, India, explored the experiences of 16 women whose husbands were receiving treatment for alcoholism. Through semi-structured interviews analysed using QSR NVivo software, six themes emerged: Support Networks, Personal Characteristics, Dignity and Employment, Strength in Children, and Faith. These findings highlight the importance of social support, personal characteristics, and aspirations in promoting resilience in IPV survivors and provide insights for intervention. In particular, this study overlooks the role of working women's personality traits and experience.

(Maheshwari and Sain, 2021) investigated the relationship between personality traits and career success of working women in Ajmer, Rajasthan. This study investigated the influence of traits such as neuroticism, extraversion, conscientiousness, openness, and agreeableness on the career advancement of women in the local industrial sector. However, the scope of the study was limited by a small sample size of only 50 women participants in middle management positions, which may preclude broader applicability of the findings to Ajmer's workforce. Furthermore, the focus of the study on Ajmer, Rajasthan may limit its relevance to other parts of India, such as Bangalore. In particular, this study did not consider the aspect of resilience among working women.

(Foumani et al., 2015) investigated the relationship between personality traits, well-being, and resilience in women and highlighted their importance for economic and social development. Through psychological research in Tehran, they found links between happiness and traits such as neuroticism, extraversion, flexibility, agreeableness, and cognition. Confidence was correlated with all traits except extraversion. Neuroticism, extraversion, flexibility, and conscientiousness influence psychological well-being, self-efficacy, life satisfaction, and hope, suggesting that a stable personality promotes higher levels of well-being and resilience doing.

(Vemuri and Sahai, 2020) investigated the resilience levels of married women and compared employed and non-employed women. Using the Brief Resilience Scale (2008) with 100 participants from Delhi-NCR, we found that working married women had significantly higher levels of resilience. However, the scope of the study was limited as it focused only on married women, had a small sample size, and did not include unmarried working women.

(Parikh, 2023) investigated the resilience of working women with disabled and neurotypical children. Guided by a Diversity, Equity, and Inclusion (DEI) framework, 130 women from Mumbai and Pune participated and showed that mothers of children with special needs have

Relationship between Personality Traits and Resilience among Working Women

higher levels of resilience. However, working women are ignored in this study, indicating a research gap. Future efforts can aim to expand the study to different regions of India and include participants from different cultural backgrounds to gain broader insights into resilience.

(Sharma et al., 2021) A recent study investigated how personality traits influence resilience in adolescent girls. It studied 85 Standard 12 Humanities students from GGSSS in Delhi, India, and found a positive association between extraversion, agreeableness, conscientiousness, openness and resilience. However, neuroticism showed a negative association. Conscientiousness, neuroticism, and agreeableness together predicted 73% of resilience variance. However, there are study limitations, including small sample size and lack of working women, indicating research gaps.

(Zager Kocjan et al., 2021) Another study focused on personality traits and psychological well-being during COVID-19. Analysis of data from 2,722 Slovenian adults found that resilience plays an important mediating role between personality traits (excluding extraversion) and subjective well-being and stress, especially during the pandemic. Neuroticism was found to be a predictor of maladaptive psychological functioning. However, a limitation of this study is that it focuses only on Slovenia and ignores the Indian population and working women.

(Pauly et al., 2021), which involved 1,828 Luxembourg residents, investigated resilience, personality, and mental health during the pandemic. Moderate depression and loneliness were observed, and higher education and better housing were associated with improved mental health. Agreeableness and conscientiousness were positively correlated with mental health, whereas neuroticism was negatively correlated. Increased use of social media is associated with mental health issues. Although resilience, particularly related to neuroticism, emerged as an important factor, a limitation of this study is its focus on only Luxembourg residents during the pandemic.

(Ijaz et al., 2022) This study investigated personality traits, resilience, and anxiety among clinical psychologists (n=80) during the pandemic. Negative associations have been found between certain personality traits and anxiety levels. Personality traits and resilience jointly predict anxiety levels, with resilience being an important mediator. The findings provide insight for clinical psychologists working on mental health issues during the pandemic. However, this study has limitations such as not including working women and not being applicable to the Indian population.

(Nieto et al., 2022) investigated resilience, personality traits, and hopelessness in 439 Spanish individuals of varying ages. They found that higher resilience correlated with lower hopelessness. Although older participants showed lower resilience, age didn't directly predict resilience. Neuroticism, extraversion, openness, and hopelessness emerged as primary predictors of resilience. The study deepens our understanding of age-related coping mechanisms and their mental health implications. Yet, it underscores the need for research among Indian populations.

(Labhane and Sawale, 2022) examined personality traits in working and non-working women using the MBTI. Working women demonstrated higher extraversion and judgment compared to their non-working counterparts. However, no significant differences were observed in other traits. The study illuminates the complex link between employment status

Relationship between Personality Traits and Resilience among Working Women

and specific personality dimensions in women. Nonetheless, it overlooks the resilience of working women and faces limitations due to a small sample size.

(Weisberg et al., 2011) delved into gender disparities in personality, particularly the Big Five traits and their subcomponents. While confirming women's elevated scores in extraversion, agreeableness, and neuroticism, nuanced variations in sub-dimensions were unveiled. The study stresses the importance of detailed personality assessments for a comprehensive grasp of gender distinctions. However, it fails to address the personality dynamics of working women, leaving a research gap.

(de Jong et al., 2019) The article explores how personality influences career roles, highlighting the impact of personal values on career trajectories. Two studies demonstrate that traits like extraversion and conscientiousness predict role preferences and job selections. Notably, extraversion, conscientiousness, and openness significantly influence work role preferences. The study underscores the intricate relationship between personality and career decisions, advocating for their joint consideration in career development. It discusses implications, limitations, and future research directions, stressing the need for Indian data and a focus on working women's resilience.

(Fayombo, 2010) Examining 397 Caribbean high school students, a study explored the correlation between Big Five personality traits and psychological resilience. Positive associations were discovered between conscientiousness, agreeableness, openness, extraversion, and resilience, while neuroticism displayed a negative correlation. These traits collectively explain 32% of the variability, with conscientiousness emerging as the primary predictor. The study underscores the importance of nurturing positive personality traits to enhance adolescents' resilience and identifies a gap in research concerning Indian working women.

(Pandey & Shukla, 2018) Responding to the rise of multinational corporations in India, a study investigates the complex interplay between personality traits and work-life balance. Despite attractive compensation, longer work hours negatively affect employees' balance. The research aims to comprehend how personality traits influence this equilibrium, striving to improve employees' quality of life and organizational performance. Nonetheless, limitations such as narrow industry focus, small sample size, and minimal exploration of resilience, particularly among working women, are acknowledged.

(Satoh et al., 2022) Exploring the connection between personality traits and health behaviors in Japanese working women, this study distinguishes between working and non-working cohorts. Among working women, extraversion and conscientiousness correlate with daily fruit intake, while conscientiousness is linked to low-risk alcohol consumption. Desirable physical activity habits are associated with extraversion. However, non-working women exhibit associations between desirable physical activity habits and extraversion and neuroticism. The study stresses the necessity for further investigation to understand these disparities, clarifying its specificity to the Japanese population and its lack of applicability to Indian women, particularly in terms of working women's resilience.

(Bal and Sahin, 2011) explored the impact of personality traits and sociodemographic factors on the quality of life (QoL) of women aged 45 to 64 at a menopause clinic in Turkey. The study revealed associations between QoL and variables such as education, income, employment, physical activity, health, social support, and negative life events. Neuroticism

Relationship between Personality Traits and Resilience among Working Women

and introversion significantly affected postmenopausal women's QoL, emphasizing their relevance during this life stage. Nevertheless, the research is criticized for its focus on Turkish women and the lack of attention to working women's resilience.

(Ramanujam and Ramkumar, 2013) research delved into the risk attitudes and personality traits of female managers in the stock market in Tamil Nadu, concentrating on investment decisions. The study encompassed 360 participants from various cities, exploring the impact of demographic factors on female investors. However, a gap in the research is acknowledged, as it centred on working women managers, neglecting a broader focus on working women in general and omitting any mention of the resilience of working women.

(Yi Lian and Lian Tam, 2014) conducted a review on work stress, coping strategies, and resilience among working females in Malaysia, particularly mothers. The findings revealed that working women, in general, experience higher levels of workplace stress than men. Coping strategies and resilience were identified as crucial in adapting to occupational stress, contributing to increased resilience to future stressors. However, the review lacked research on work stress among working women and mothers in Malaysia and did not address working women in India. The study also did not delve into the personality traits of working women.

(Gupta and Srivastava, 2020) studied on work-life conflict and burnout among 270 women employees in India, using the JDCS model, highlighted the mediating and moderating roles of support systems and resilience. It stressed the significance of alleviating work-related pressures on female employees and fostering decision-making autonomy. However, a research gap was identified as the study did not explore the personality traits of working women and employed a cross-sectional design, indicating the need for future longitudinal studies.

(Rydzik and Anitha, 2019) the article examined the agency of migrant women workers in the UK tourism sector, focusing on resilience, reworking, and resistance to oppressive conditions. The study emphasized the nuanced perspectives of 11 women from Central and Eastern European countries. However, a gap in the research is identified as the study did not focus on the personality traits of working women and was not based on the Indian population.

(Stanley et al., 2018) explored resilience as a moderator of stress and burnout among women social workers in India, particularly in Tiruchirappalli. The study highlighted the significant work-related stress experienced by social workers and its association with organizational constraints and low wages. The research, while providing insights into possible interventions for community social workers, did not address the personality traits of working women and exclusively focused on social workers rather than women in general.

(Matharu and Juneja, 2021) investigated the resilience of 396 women entrepreneurs in India during the COVID-19 pandemic. Using self-administered questionnaires and structural equation modelling, the study found that entrepreneurial traits like resourcefulness, networking, adaptability, and persistence significantly contributed to resilience in crisis situations. The research has broader implications for organizations, government agencies, and support organizations, providing insights into fostering resilience among women entrepreneurs. However, a limitation is the study's minimal focus on the personality traits of working women, primarily concentrating on the COVID-19 period.

Relationship between Personality Traits and Resilience among Working Women

(Kapoor et al., 2021) studied 326 Indian working mothers during the COVID-19 pandemic, uncovering a negative link between perceived stress and psychological well-being. Using confirmatory factor analysis and SPSS macro process, the research identified telework as a partial mediator, with resilience playing a crucial moderating role. While suggesting generalizability, the study calls for broader research on organizational stress in India, emphasizing the need to explore beyond gender and demographics. A limitation lies in the minimal focus on the personality traits of working women, with an exclusive emphasis on COVID-19 and working mothers.

(Gashi et al., 2022) explored how Big Five personality traits, coping strategies, and emotional issues intersected during the COVID-19 pandemic, using a sample of 200 participants from Kosovo. They gathered data via self-report surveys administered both in person and online, revealing significant links between personality traits, resilience, and physical symptoms. Notable gender variations in resilience emerged, with men exhibiting higher levels than women. Resilience emerged as a key mediator in connecting personality traits with physical symptoms, emphasizing its role in lessening the pandemic's impact on individuals. However, the study's limitation lies in its exclusive focus on the COVID-19 pandemic period and its neglect of the Indian population.

(Kapoor et al., 2021) studied 326 working mothers in India during the COVID-19 pandemic, a negative relationship between perceived stress and psychological well-being was found. Using the conservation of resources theory, the research employed confirmatory factor analysis and SPSS macro process. Telework acted as a partial mediator, and resilience played a crucial moderating role in the telework-well-being connection. While suggesting potential generalizability, the study calls for expanded research on organizational stress, noting the lack of focus on personality traits among working women.

(Akbar et al., 2014) explored resilience and life satisfaction among nomads in Multan and Bhawalnagar. They found a positive correlation in a gender-balanced sample of 100 nomads. While nomadic men reported higher life satisfaction, no significant gender differences emerged in resilience. The study noted no significant variations in resilience or life satisfaction based on employment status or marital status. However, it's limited by its regional focus and exclusion of working women. This highlights the need for research on working women's personality traits and resilience in the Indian context.

All of the above studies show, that there have been studies about personality traits and resilience, still there has not been any such studies done, that shows the relationship of personality traits and resilience among working women in Bangalore, India.

METHODOLOGY

Research Design

This research paper is based on Quantitative approach, it will help in Quantifying the sample that will be collected and also help in analysing the data collected. Data is collected online through google sheets and offline.

Statement of the problem

Researching the correlation between personality traits and resilience among employed women in Bangalore, India, is crucial for comprehending workplace success factors. Resilience significantly influences job satisfaction, engagement, and overall well-being, underscoring the significance of investigating traits fostering resilience. Exploring this

Relationship between Personality Traits and Resilience among Working Women

association in Bangalore, a significant economic center, unveils the intricate dynamics of women's resilience amidst diverse sectorial growth. Acknowledging the multifaceted nature of this correlation, the study offers insights for tailored interventions, fostering a resilient, empowered, and thriving female workforce.

Objective of the study

- To find if there is a significant relationship between personality traits and resilience among working Women in Bangalore, India.

Hypotheses

- H0: There is no significant relationship between personality traits and resilience among working Women in Bangalore.
- H1: There is a significant relationship between personality traits and resilience among working Women in Bangalore.

Sample

Participants

The participants of study will be working women of Bangalore, in a sample size of 200. The age group of the working women is 21-50 years.

Sample Distribution

- Inclusion Criteria: This study focuses on investigating the relationship between personality traits and resilience among working women in Bangalore, India. The inclusion criteria stipulate that participants must be women currently employed in various occupational settings, aged between 21 and 50 years. Additionally, participants are required to provide informed consent to ensure ethical research practices.
- Exclusion criteria: Women outside the specified age range, those not currently employed and non-consenting participants will be excluded from the study. Furthermore, the study is specifically tailored to working women in Bangalore; hence, participants from other cities will not be considered.

Variables of the study

- **Independent variable: Personality traits**

Traits serve as the fundamental components of an individual's personality. Essentially, they represent a relatively consistent manner of thinking and behaving, enabling the characterization and comparison of individuals. Personality traits are commonly distinguished from cognitive abilities, such as general intelligence, which are evaluated based on an individual's problem-solving or question-answering proficiency.

- **Dependent variable: Resilience**

Resilience can be defined as the effective process and result of adapting successfully to challenging life experiences, particularly by demonstrating mental, emotional, and behavioral flexibility. This adaptation involves adjusting to both external and internal demands with agility and perseverance.

Relationship between Personality Traits and Resilience among Working Women

Statistical techniques for analysis

The statistical technique that will be used in this research is Correlation, to find the significant relationship between personality traits and resilience among working Women in Bangalore, India.

Tools for the study-

- **Big Five Inventory (BFI):** The Big Five Inventory (BFI) is a self-report tool assessing an individual's Big Five personality traits—extraversion, agreeableness, conscientiousness, neuroticism, and openness. With 44 items rated on a 5-point Likert scale, the BFI's credibility and applicability across diverse samples and languages are affirmed by numerous studies. Its reliability, measured by Cronbach's alpha, ranges from 0.75 to 0.90, and validity is substantiated through structural analyses, convergent-discriminant validity, and criterion validity predicting outcomes such as academic performance and job satisfaction across contexts.
- **14-Item Resilience Scale (Rs-14):** The RS-14, a condensed version of the Resilience Scale, demonstrates a strong correlation with the original. This 14-item scale, rated on a 7-point Likert scale, yields scores ranging from 14 to 98, indicating heightened resilience. With a reliability Cronbach's alpha of 0.89 to 0.96, the RS-14 underwent thorough validation, including content analysis, known groups, convergence/discriminant studies, correlation studies, factor analysis, and intervention studies. Similar to the Resilience Scale, RS-14 shows positive associations with various positive attributes, while also exhibiting an inverse relationship with adverse occurrences such as hopelessness, depression, and employee turnover.

RESULT

The study used Pearson Correlation, to see the relationship between personality traits and resilience among working Women in Bangalore, India. The personality traits consist of five subtypes in NEO FFI, i.e., Extraversion, Agreeableness, Conscientiousness, Neuroticism and Openness.

Table 1 Correlation between Extraversion and Resilience among working women

	N	M	SD	r	p
Resilience	200	76.53	12.994	.293	.01
Extraversion		25.85	4.733		

The Pearson Correlation test presented in the table 1 indicates the relationship between Extraversion and Resilience among working Women. The r value was found to be .293, ($p \leq 0.01$) shows a moderate positive correlation, that is statistically significant which indicates that null hypothesis is rejected, which states that there is significant relationship between personality traits and resilience among working Women.

Table 2 Correlation between Conscientiousness and Resilience among working women

	N	M	SD	r	p
Resilience	200	76.53	12.994	.360	.01
Conscientiousness		32.58	6.142		

The Pearson correlation coefficient presented in table 2 indicates a moderate positive relationship between conscientiousness and resilience among working women, with $r = 0.360$ ($p \leq 0.01$). This suggests that as conscientiousness increases, resilience tends to

Relationship between Personality Traits and Resilience among Working Women

increase as well. The statistical significance of the correlation coefficient indicates that the null hypothesis, is rejected in favour of the alternative hypothesis. Therefore, there is a significant relationship between these two personality traits among working women.

Table 3 Correlation between Agreeableness and Resilience among working women

	N	M	SD	r	p
Resilience	200	76.53	12.994	.597	.01
Agreeableness		35.48	5.051		

The Pearson Correlation test presented in the table 3 indicates the relationship between Agreeableness and Resilience among working Women. The r value was found to be .597, ($p \leq 0.01$) shows a moderate positive correlation, that is statistically significant which indicates that null hypothesis is rejected, which states that there is significant relationship between the two variables among working Women, meaning that as Agreeableness increases, Resilience tends to increase as well, and vice versa.

Table 4 Correlation between Openness and Resilience among working women

	N	M	SD	r	p
Resilience	200	76.53	12.994	.613	.01
Openness		31.39	4.981		

The table 4 illustrates the correlation between Openness and Resilience among working women. The Pearson correlation coefficient (r) of 0.613 indicates a moderate positive correlation between the two variables. The associated p-value of 0.01 signifies a statistically significant relationship, suggesting that the observed correlation is unlikely to have arisen by chance alone. Therefore, we reject the null hypothesis, indicating a significant association between personality traits and resilience among working women.

Table 5 Correlation between Neuroticism and Resilience among working women

	N	M	SD	r	p
Resilience	200	76.53	12.994	-.193	.06
Neuroticism		25.85	4.733		

In table 5, the Pearson correlation coefficient (r) between Neuroticism and Resilience among working women is -0.193, with a corresponding p-value of 0.06. Since the p-value exceeds the conventional significance level of 0.05, the correlation is deemed not statistically significant and has a weak negative correlation. The analysis fails to reject the null hypothesis, suggesting no significant relationship between these personality traits and resilience among working women.

DISCUSSION

We conducted the study to examine the relationship between personality traits and resilience among working women in India. Five Pearson correlation tests were conducted to assess the relationship between various personality traits and resilience in working women. The results of the correlation analysis between personality traits and resilience in working women provide valuable insights into the interplay of individual characteristics and adaptive coping mechanisms in the workplace.

Relationship between Personality Traits and Resilience among Working Women

The findings indicate a moderate positive correlation between extraversion and resilience, implying that individuals with higher extraversion levels tend to exhibit greater resilience. This suggests that extraverts may possess social resources and positive emotions aiding their recovery from workplace challenges. Additionally, the study uncovers a significant positive association between conscientiousness and resilience among employed women, suggesting that those displaying traits like organization and goal-directed behavior are more resilient. Moreover, there is a notable positive correlation between agreeableness and resilience, indicating that individuals who are supportive and caring tend to thrive in workplace stressors. Furthermore, the study highlights a significant positive relationship between openness and resilience in working women, suggesting that those characterized by curiosity and flexibility cope better with new challenges. Conversely, there is no significant relationship found between neuroticism and resilience among working women, indicating that high neuroticism levels may not necessarily affect workplace resilience, with coping strategies and social support networks possibly moderating its influence.

Overall, these results highlight the complex interplay between personality traits and resilience in the context of women's experiences in the world of work. Recognizing the importance of individual differences in shaping adaptive responses to workplace challenges may inform interventions aimed at promoting resilience and well-being in working women. Future research could investigate additional factors that may influence the relationship between personality traits and resilience, such as cultural factors and organizational atmosphere, to further enhance our understanding of the dynamics of resilience in different work environments.

SUMMARY

This research paper investigates the relationship between personality traits and resilience among working women in Bangalore, India. It highlights the importance of understanding how these factors contribute to women's success in the workplace. Resilience is a key factor that positively impacts job satisfaction, engagement, and well-being, and reduces levels of depression. Given India's cultural context where tradition and modernity intersect, this study investigates how cultural values and gender expectations influence personality traits associated with resilience. A quantitative approach is used in this study, with a sample size of 200 working women of Bangalore, between the ages of 21 and her 50s. This study uses the Big Five Inventory (BFI) to assess personality traits and the 14-item Resilience Scale (RS-14) to measure resilience. This analysis uses Pearson correlation tests to examine the relationships between personality traits (extraversion, agreeableness, conscientiousness, neuroticism, and openness) and resilience. The results show varying degrees of correlation. Extraversion, conscientiousness, Agreeableness, Openness, all with Resilience, has moderate positive correlation. However, neuroticism has a weak negative correlation with resilience. These findings highlight the complexity of the relationship between personality traits and resilience in working women and suggest the need for individualized interventions and strategies to support women's professional and personal lives.

This research paper has several limitations. Firstly, its focus on working women in India may restrict the applicability of findings across different cultural or demographic contexts, where cultural influences can significantly shape personality traits and resilience. Secondly, it employs a quantitative approach, potentially overlooking the depth of themes. Integrating qualitative methods could offer a more holistic understanding of the subject. Additionally, the study doesn't explore mediating or moderating variables like social support or work environment, which could have impacted observed relationships. Longitudinal studies may

Relationship between Personality Traits and Resilience among Working Women

offer deeper insights into these dynamics. Nevertheless, the research provides valuable insights into the relationship between personality traits and resilience among Indian working women, paving the way for further exploration and targeted interventions to enhance their well-being and career prospects.

CONCLUSION

In conclusion, this study emphasizes the importance of exploring the connection between personality traits and resilience in employed women in Bangalore, India. It acknowledges the intricate interplay of cultural, traditional, and modern influences on these traits and resilience among Indian women, stressing the necessity to investigate these dynamics within the Indian context. Utilizing a quantitative method with a sample of 200 working women from Bangalore, the study utilized the Big Five Inventory (BFI) and the 14-item Resilience Scale (RS-14) to assess relationships. Findings indicate varying degrees of association between personality traits and resilience, with extraversion, conscientiousness, agreeableness, and openness displaying a moderate positive relationship, while neuroticism exhibits a weak negative correlation with resilience. These results underscore the complexity of the relationship between personality traits and resilience among employed women in Bangalore. The study acknowledges its limitations, including sample cultural and demographic characteristics, potential quantitative method constraints, and the absence of consideration for mediating or moderating variables. Nonetheless, it serves as a crucial groundwork for further research and targeted interventions aimed at improving the well-being and professional success of employed women in India.

Implications

The study on personality traits and resilience among working women in Bangalore, India, carries significant practical implications across various sectors. Incorporating tools like the Big Five Inventory (BFI) in recruitment and training can enhance leadership development by targeting resilience-linked traits. Tailoring well-being programs based on these traits can improve HR policies, foster diversity, and empower individuals, especially women, for personal and professional growth. Education can benefit from integrating resilience-building tools, while cross-cultural studies are essential for tailored interventions. Future research should explore overlooked factors and take a longitudinal approach. Policymakers can utilize these findings to create gender-responsive policies, ensuring ethical considerations to prevent discrimination. In essence, the research provides a comprehensive framework for practical application in organizational, individual, educational, cultural, and policy settings.

Limitations

The research paper on personality traits and resilience in working women of Bangalore, has limitations. Its focus on Bangalore women may limit generalizability, and the exclusive use of a quantitative approach lacks depth. Omission of variables like social support restricts a comprehensive exploration. Online data collection may introduce biases, and cultural nuances are not deeply explored. Despite these limitations, the research offers valuable insights into the interplay between personality traits and resilience, laying a foundation for further exploration and interventions.

Suggestions for the future researches

Future research in Bangalore, India, on personality traits and resilience among employed women holds potential to advance current knowledge. Comparative studies across cultures could elucidate cultural impacts. Long-term research might reveal evolving dynamics, while exploring social support and coping strategies could deepen understanding. Qualitative

Relationship between Personality Traits and Resilience among Working Women

methods, like interviews, offer nuanced perspectives. Sector-focused studies and interventions, involving diverse demographics, could uncover vital insights. Comparing findings with men could refine gender-specific understanding, guiding targeted support for Indian working women.

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Conflict of Interest

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