

## A Study of Personality and Life Satisfaction among Tribale Male and Female Employees Working in Industrial Sector

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### ABSTRACT

The present study will study personality and life satisfaction among male and female employees working in industrial sector. What type of personality are there in male and female employees working in industrial sector? To know what kind of qualities, characteristics, behaviors, working power, mental state and so on While working in the industrial sector, how much male and female employees are satisfied with their work, assessment of job satisfaction, level of satisfaction in relationships, adjustment satisfaction, self-coping power, mental state conditions, accommodations, experiences etc. will come to measure the relationship of many factors. The purpose of the present study is to determine the level of personality and life satisfaction among male and female employees working in the industrial sector. Mahisagar district in the state of Gujarat is the location of the study. In this present study the sample will be selected by random sampling method. 100 employees will be included through random sampling method. (In which 50 male employees and 50 female employees will be selected as a sample.) The age group of the sample will include people from 20 years to 55 years. The Eysenck'S Personality Questionnaire By Eysenck (1975) is a survey developed by Eysenck (1975). And There is a Life Satisfaction Scale by Dr. (Mrs.) Promila Singh, & George Joseph (1971). which is used to collect information. Based on the results, there will be no significant difference between the personality and life satisfaction scores between male and female employees working in the industrial sector.

**Keywords:** *Personality, Life Satisfaction, Extraversion, Neuroticism, Psychoticism, Lie Score*

A person's personality is generally identified in a person's life mainly by their occupational role, also commonly known as social role. Everyone lives in his own society. According to the social lifestyle, there is a network of interrelated behavior, practices, social customs, living sayings, traditions among individuals in their own society with the officials of the place or place where they are employed. A person's personality is identified based on their behavior. Expected behavior is based on one's own behavior in the field one is working in. The profession of people working in the economic field is very unique and full of its own responsibilities. In the industrial sector employees are seen to have a lot of influence on personality and also related to their own life. Life satisfaction in the lives of employees is under pressure in different ways. Industrial establishments and job

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requirements as well as desires to meet the needs of employees working in industrial establishments include.

Personality is known by the word Personality in English language. Personality is a dynamic, combination of characteristics and qualities in a person. "Personality" is derived from the Latin word persona. The meaning of the word persona is a mask. Personality type refers to the psychological classification of individuals. People's types are sometimes considered to involve qualitative differences, whereas attributes can be interpreted as quantitative disparities (Bernstein, Penner, Clarke-Stewart, & Roy, 2008). Introverts and extroverts, for example, are two fundamentally different types of people, according to type theories.

To be satisfied is, in Latin, "to make or do enough." When someone is content with their life, they either accept or are content with the situation they are in or feel that all of their needs and wants have been met. contentment with life may be defined as a private, subjective evaluation of a person's degree of happiness. Because life satisfaction judgments are evaluations by definition, they involve a substantial amount of cognitive processing.

Life Satisfaction is an evaluation of one's own life and a dynamic process that continues throughout life. It's a scale that goes from negative to positive depending on how someone feels and views their life at a certain point in time. According to Diener (1984), there are three primary markers of happiness: positive affect, negative affect, and life satisfaction. Even yet, Diener, Suh, Lucas, and Smith (1999) research studies frequently evaluate participants' contentment with their existing conditions. Contrarily, life satisfaction is a more expansive notion that includes a universal attitude and sentiment toward life at some point, spanning from negative to positive (Kashyap, Joseph & Deshmukh, 2016). It means being happy with one's past, present, and future in addition to significant other facets of one's life (Diener, 1984).

### ***Definitions of Personality***

- "Personality is the dynamic organization of a person's psycho-physiological system based on which a person can adjust in his own unique way. " **Allport (1937)**
- "Personality is the dynamic combination of a person's psychophysiological systems that shape his characteristic thought and behavior patterns. " **Allport (1961)**
- "Personality means personality is an almost permanent and enduring organization of character, attitude, knowledge, strength and body structure of an individual, which determines his unreserved adjustment to the environment. " **Eysenck (1952)**

### ***Definitions of life satisfaction***

- "An overall assessment of feelings and attitudes about one's life at a particular point in time ranging from negative to positive." - **Buetel, (2006)**
- "Life satisfaction is the degree to which a person positively evaluates the overall quality of his/her life as a whole. In other words, how much the person likes the life he/she leads." - **Ruut Veenhoven (1996)**

## **REVIEW OF LITERATURE**

**Sureshkrishna, G (2015)**, An empirical study on job satisfaction among employees of automotive industries in madurai district, Since the study focused on the job satisfaction levels of workers in the automotive sectors, its conclusions are applicable to other fields as

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well. Job satisfaction among employees leads to an increase in production, and it might also result in a decrease in staff stress and absence. Initiatives from managers should show that they can affect pertinent outcome variables. Alternative management initiative approaches should be taken into account by the automotive industry in order to measure employee job satisfaction. The study's findings are applicable to the other area even though the Madurai district was the intended focus, as the study's primary focus was on the job satisfaction levels of those employed in the auto industry. Increased productivity is the outcome of happy workers, which may also lead to a decrease in employee stress and absenteeism. Initiatives from managers should show that they can affect pertinent outcome variables. Alternative management initiative strategies should be taken into account by the automotive industry in order to achieve employee job satisfaction.

**Rakhi, (2016)**, Organizational climate employees motivation and job satisfaction in the industrial sector of Northern India, The workforce needs to be content and joyful in order to meet organizational goals. This is closely related to the type of work environment that an organization offers its staff. Work satisfaction is a result of an environment at work that employees find positive. When given a positive work environment, employees will be inspired to contribute to the objectives of the company. Therefore, in order for an organization to succeed, it is critical to comprehend how its employees view their workplace, what demands remain unmet, and what kinds of things inspire them to work. Thus, the purpose of this study is to examine the work satisfaction, employee motivation, and organizational atmosphere of workers in Northern India public and private sector businesses. Except for a few areas of their occupations, employees are found to be content with their jobs. The degree of agreement over staff participation in decision-making, creative work methods at work, value placed on staff input, and management support for employees' attempts to manage their obligations to their families and their jobs.

### ***Objectives of the Study***

1. To study of Personality among tribal male and female employees working in industrial sector.
2. To study of Life Satisfaction among tribal male and female employees working in industrial sector.
3. To study the difference of Personality of rural and urban working in industrial sector.
4. To study the difference of Life Satisfaction of rural and urban working in industrial sector.
5. To examine the relationship between Personality and Life Satisfaction of tribal male and female employees working in industrial sector.

### ***Hypotheses of the Study***

In the present study the Hypotheses are formulated based on the Objective which are as follow.

- **Ho1.** There is no significant difference in the Personality of tribal male and female employees working in industrial sector.
- **Ho2.** There is no significant difference in the Life Satisfaction of tribal male and female employees working in industrial sector.
- **Ho3.** There is no significant difference of Personality of rural and urban working in industrial sector.

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- **Ho4.** There is no significant difference of Life Satisfaction of rural and urban working in industrial sector.
- **Ho5.** There is no significant Correlation between Personality and Life Satisfaction.

### METHODOLOGY

#### Variables of the study

The following variables were treated as independent and dependent variables.

#### 1. Independent variables

The investigation of the present study was designed to study satisfaction in one independent variable are show below.

- Rural and Urban Employees
- Male Employees and Female Employees

#### 2. Dependent variables

The investigator measured the level between personality and life satisfaction. The score obtained by each subject were treated as dependent variable for data analysis.

- Personality
- Life Satisfaction

#### Sample size

The sample was random sampling method selected between the age range of 20-55 years. The sample consist of 100 employees, 50 rural employees (25 male and 25 female) and 50 urban employees (25 male and 25 female).

#### Research Design

The sample will be selected through random sampling method of male employees and female employees of rural and urban areas working in the industrial sector of mahisagar district.

#### 2x2 Factorial Design tabale:1.1

Employees-100 (A)			
Area-(B)	Male-50 (A <sub>1</sub> )	Female-50 (A <sub>2</sub> )	Total
Rural (B <sub>1</sub> )	25	25	50
Urban(B <sub>2</sub> )	25	25	50
Total	50	50	100

#### Tools of the study

##### A. Eysenck'S Personality Questionnaire By Eysenck (1975).

The culmination of several years of development effort is the Eysenck's Personality Questionnaire. Psychoticism, neuroticism, and extroversion are the three key personality qualities that it was intended to measure. 90 questions are used to measure each of these three dimensions.

##### B. Life Satisfaction Scale by Dr. (Mrs.) Promila Singh, & George Joseph (1971).

The life satisfaction scale, which considers every activity the employee engages in, is used to gauge how satisfied they are with their lives. Five dimensions of life satisfaction are evaluated by the scale: Enjoying daily activities, feeling content with one's work, feeling content with one's life, believing that life has meaning, having a positive self-image, leading a happy and satisfying life, and having a positive

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outlook are all examples of this. It is possible to reach the weighing scale. There are versions in Hindi and English, and scoring is easy. It consists of thirty-five items that are predicated on the above mentioned measurements.

For every issue, there are five possible responses: "always," "often," "sometimes," "rarely," and "never". Each of these answers is graded from 1 to 5 in decreasing order, with "never" receiving a rating of 1 and "always" receiving a rating of 5. Scores as high as 136–175 and as low as 81–135 By summing up each person's response weight age and comparing it to norms, one might determine that 35–80 represents bad life satisfaction and average life satisfaction.

### Statistical Analysis

SPSS 22 will be used to compile and tabulate the data. The data are analyzed using the correlation, t-test, mean, and SD.

## RESULT AND DISCUSSION

Data was gathered and SPSS version 22 was used for analysis. Below is a discussion of the findings.

### Personality of tribal male and female employees working in industrial sector.

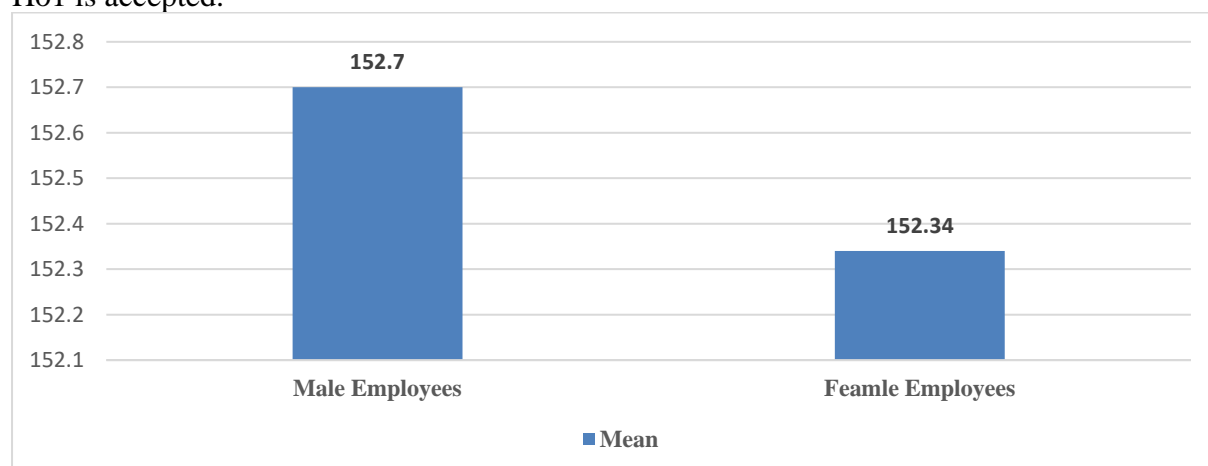
**Ho1.** There is no significant difference in the Personality of tribal male and female employees working in industrial sector.

*Table 1: Personality of tribal male and female employees working in industrial sector.*

Employees	N	Mean	S.D.	t-value
male employees	50	152.7	7.66	0.285
female employees	50	152.34	6.27	

*NS- Not Significant.*

The above table clearly shows that Personality in tribal male employees and female employees working in industrial sector is not significant. The mean difference between tribal male employees and female employees working in industrial sector (152.7, 152.34) is not significant (t-value=0.285) calculated. So, this shows that the life satisfaction of tribal male employees and female employees working in industrial sector is the same, Hence, Ho1 is accepted.



*Figure 1: Personality of tribal male and female employees working in industrial sector.*

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### Life Satisfaction of tribal male and female employees working in industrial sector.

**Ho2.** There is no significant difference in the Life Satisfaction of tribal male and female employees working in industrial sector.

**Table 2: Life Satisfaction of tribal male and female employees working in industrial sector.**

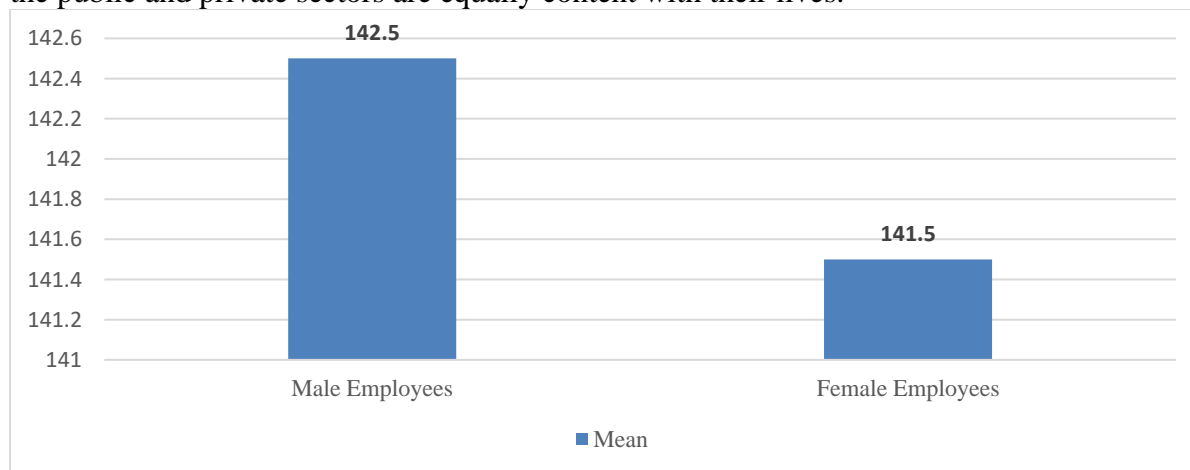
Employees	N	Mean	S.D.	t-value
Male employees	50	142.5	2.45	1.87*
Female employees	50	141.5	2.87	

\* Significant at 0.05 Level.

This table shows that there is a significant difference in Life Satisfaction of Tribal male employees and female employees working in industrial sector. The mean difference between Tribal male employees and female employees working in industrial sector. (142.5, 141.5) is significant (t-value=1.87). Life satisfaction is found to be more in Tribal male employees working in industrial sector. in comparison to Tribal female employees working in industrial sector., the reason could be the pleasure they take in everyday activities, hold a positive self-image, or have a happy and optimistic outlook towards life.

Hence, Ho2 is rejected.

Kour's study (2022) backs up the current study's conclusions, stating that employees in both the public and private sectors are equally content with their lives.



**Figure 2: Life Satisfaction of tribal male and female employees working in industrial sector**

### Personality of rural and urban working in industrial sector.

**Ho3.** There is no significant difference of Personality of rural and urban working in industrial sector.

**Table 3: Personality of rural and urban working in industrial sector.**

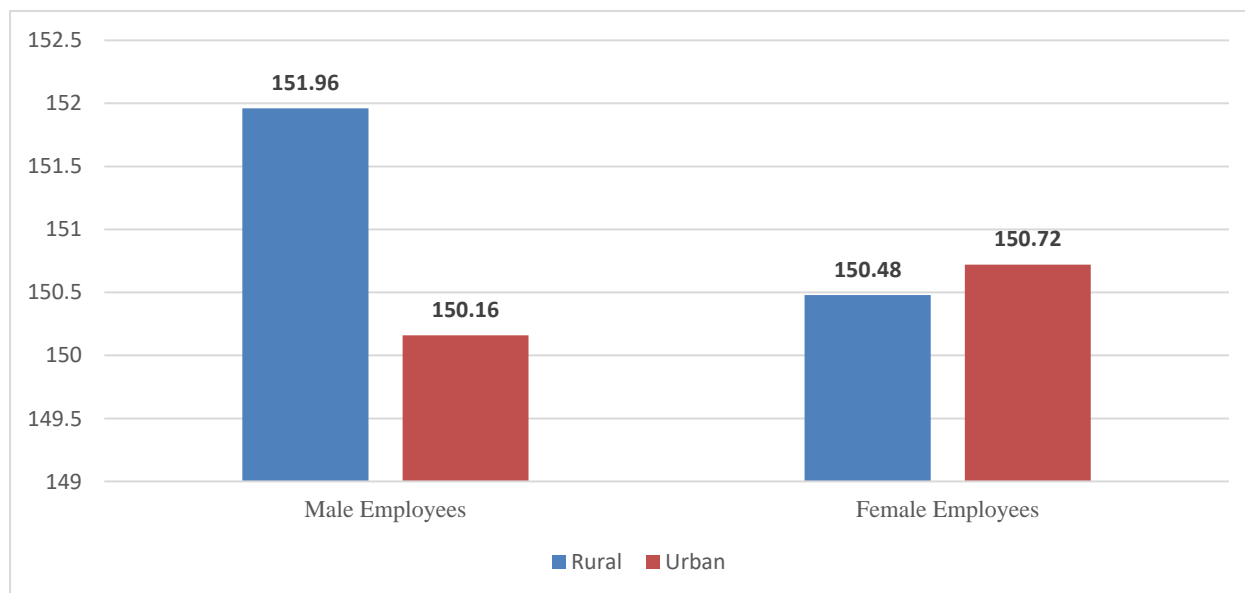
Employees	Area	N	Mean	S.D.	t-value
Male employees	Rural	25	151.96	8.41	0.84
	Urban	25	150.16	6.52	
Female employees	Rural	25	150.48	7.04	0.13
	Urban	25	150.72	5.51	

NS- Not Significant.

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The result depicts that there is no significant difference in the Personality of Tribal male employees and female employees working in industrial sector areas. The personality of male and female working of govt. Org. Was found the same. However, in one study, it was found Rainey, (1986) a contradictory result that the personality of private employees is higher than Gove. Employee. Rigid govt. Personnel systems decrease the linkages between individual performance and salary, promotion, and disciplinary actions, lowering extrinsic reward expectations.

Hence, Ho3 there is no significant difference in Personality to areas is accepted.



**Figure 3: Personality of rural and urban working in industrial sector**

### Life Satisfaction of rural and urban working in industrial sector.

**Ho4.** There is no significant difference of Life Satisfaction of rural and urban working in industrial sector.

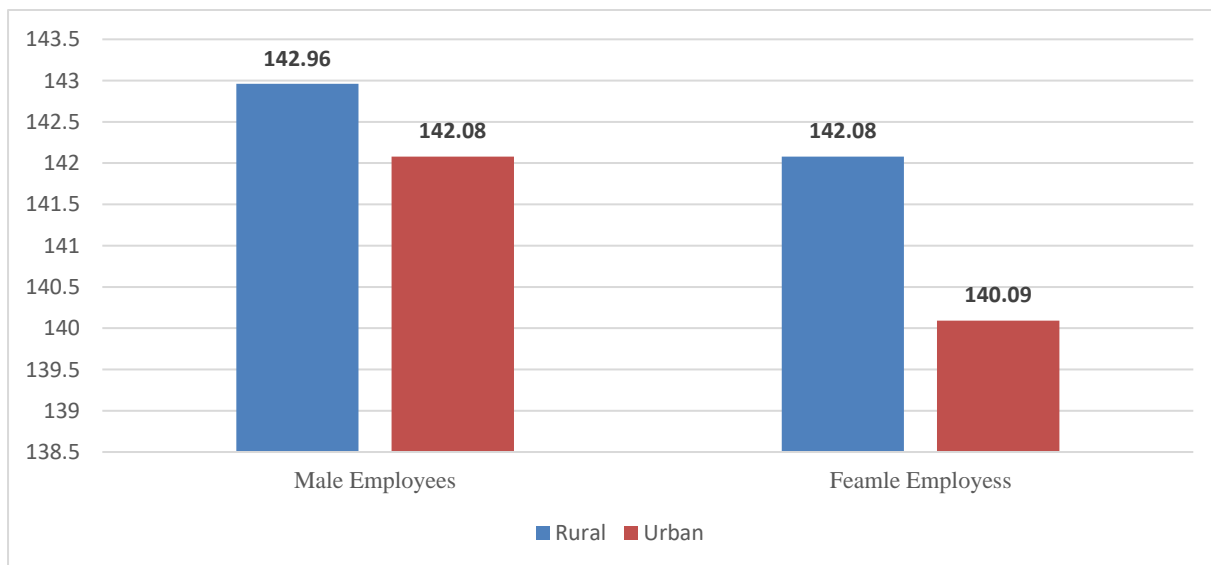
**Table 4: Life Satisfaction of rural and urban working in industrial sector.**

Employees	Area	N	Mean	S.D.	t-value
Male employees	Rural	25	142.96	1.925	1.27
	Urban	25	142.08	2.871	
Female employees	Rural	25	142.08	2.856	1.45*
	Urban	25	140.09	2.884	

\* Significant at 0.05 Level

The findings indicate a noteworthy distinction in Life Satisfaction between employees in the industrial sector operating in rural and urban areas. Male and female industrial sector employees' mean differences between rural and urban areas (142.08, 140.09) are statistically significant (t-value = 1.45). However, there is no discernible difference in the life satisfaction scores of male and female industrial sector employees from rural and urban tribes (142.96, 142.08) and (t-value= 1.27) that were computed. Hence, Ho4 is rejected.

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**Figure 4: Life Satisfaction of rural and urban working in industrial sector**

**Different personality dimensions of tribal male and female employees working in industrial sector.**

**Table 5: Different personality dimensions of tribal male and female employees working in industrial sector.**

Dimensions	N	Male employees		Female employees		t-value
		Mean	S.D.	Mean	S.D.	
<b>Extroversion</b>	50	35.2	2.06	35.1	2.07	0.24
<b>Neuroticism</b>	50	38.5	2.45	38.6	2.47	0.20
<b>Psychoticism</b>	50	42	2.23	42.3	2.71	0.60
<b>Lie Score</b>	50	34.9	2.55	35	2.11	0.21

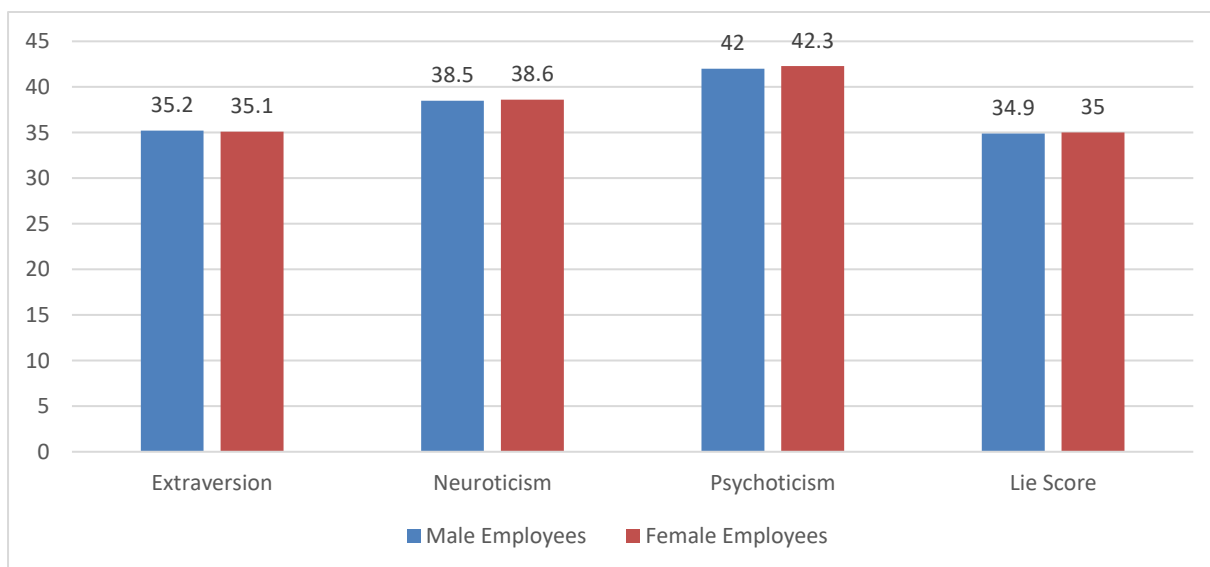
The above table show there is no significant difference among the different dimensions of Personality of tribal male and female employees working in industrial sector.

Male employees working in the industrial sector (M=35.2, 38.5, 42, 34.9; S.D=2.06, 2.45, 2.23, 2.55) have a mean personality score that does not significantly differ from female employees working in the same sector (M=35.1, 38.6, 42.3, 35; S.D=2.07, 2.46, 2.71, 2.11). This indicates that there is no discernible difference between male and female employees in the industrial sector with respect to many dimensions such as Lie scores, neuroticism, psychoticism, and extroversion.

The traits with the strongest correlations to life happiness, according to Steel, Schmidt, and Schultz (2008), are extraversion, neuroticism, and, to a lesser extent, conscientiousness. Among the big five, neuroticism and extraversion are particularly closely linked to life happiness. characteristics of the psyche. Diener and Lucas (1999). Furthermore, Magee, Miller, and Heaven (2013) found that a rise in Agreeableness, Openness, Conscientiousness, and Extroversion a rise in neuroticism was associated with lower life satisfaction, although experience across a four-year period was linked to better life contentment.



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**Figure: 5** Different personality dimensions of tribal male and female employees working in industrial sector

### Correlation between Personality and Life Satisfaction.

**Ho5.** There is no significant Correlation between Personality and Life Satisfaction.

**Table 6: Correlation between Personality and Life Satisfaction.**

Employees	N	Correlation (r)	Level of Significance
Personality & Life Satisfaction	100	0.076	0.076

*NS- Not significant.*

This table shows that there is no statistically significant correlation between the personality and life satisfaction of male tribal employees and female industrial sector employees. This suggests that if an employee has a positive personality, they will be happy with their degree of life satisfaction. Other situations can also have an impact on life. contentment, as seen by their optimistic outlook on life, positive self-image, and delight in day-to-day activities. Similar findings were observed by Kaur (2018), who investigates the correlation between employee performance, job stress, and personal satisfaction. The findings demonstrated that teachers who reported high levels of life satisfaction and low levels of occupational stress performed worse as working than employees who reported low levels of life satisfaction and effectiveness.

Hence, Ho5 which states that there is no significant Correlations between Personality and Life Satisfaction is accepted.

## **CONCLUSION**

There is no difference in the personalities of tribal male and female employees working in the industrial sector. Conversely, the findings indicate a significant disparity in Life Satisfaction between male and female employees in the industrial sector.

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### **Conflict of Interest**

The author(s) declared no conflict of interest.

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