

The Effect of Gender and Working Status on Personality Traits among Adults

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ABSTRACT

This study investigates the effect of gender and working status on personality traits, specifically extraversion and neuroticism, among adults in the Ranchi district. The primary objectives are to examine the impact of gender (male and female) and working status (working and non-working) on these personality traits. It was hypothesized that neither gender nor working status would significantly affect extraversion and neuroticism. A purposive sample of 40 adults, evenly distributed across four subgroups (working males, non-working males, working females, and non-working females), was utilized. Data were collected using the Personal Data Questionnaire (PDQ) and the Eysenck Personality Inventory (EPI), a reliable tool measuring Extraversion-Introversion and Neuroticism-Stability. The results revealed that females scored significantly higher in extraversion than males (mean = 17.2 for females and 14.6 for males, significant at the 0.05 level). However, no significant difference was found in neuroticism scores between genders (mean = 13.35 for females and 14.80 for males). In terms of working status, working adults exhibited significantly higher neuroticism scores compared to non-working adults (mean = 19.25 for working and 12.55 for non-working, significant at the 0.01 level), whereas non-working adults scored significantly higher in extraversion (mean = 16.30 for non-working and 11.85 for working, significant at the 0.01 level). These findings contribute to the existing body of literature by providing nuanced insights into the complex interplay between gender, working status, and personality traits. The results underscore the importance of considering these variables in personality psychology research and practical applications.

Keywords: *Gender, Working Status, Extraversion, Neuroticism, Personality Traits*

Personality traits are enduring characteristics that influence individuals' behaviors, thoughts, and emotions. Understanding how these traits vary across different demographics is crucial for both psychological research and practical applications. One significant area of investigation is the interplay between gender, working status, and personality traits among adults. This study aims to explore how these factors interact and contribute to personality differences, utilizing the Eysenck Personality Inventory (EPI) as a primary tool for measurement.

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The Eysenck Personality Inventory, developed by Hans Eysenck, is a widely used psychological assessment tool that measures two major dimensions of personality: extraversion-introversion and neuroticism-stability (Eysenck & Eysenck, 1964). Previous research has demonstrated that these dimensions are influenced by various demographic factors, including gender and employment status. For instance, studies have shown that men and women exhibit distinct personality profiles, with women typically scoring higher on neuroticism and men scoring higher on extraversion (Costa, Terracciano, & McCrae, 2001).

In addition to gender, working status is another crucial factor that may affect personality traits. Employed individuals often experience different social interactions, stress levels, and routines compared to their non-working counterparts, which can shape their personality characteristics. Research indicates that employment can have both stabilizing and stress-inducing effects on personality traits. For example, employed adults tend to exhibit higher levels of conscientiousness and emotional stability compared to unemployed adults (Roberts, Walton, & Viechtbauer, 2006).

Furthermore, the intersection of gender and working status presents a complex dynamic that can further influence personality traits. Gender roles and societal expectations can differentially impact how men and women perceive and respond to their work environments, potentially leading to variations in personality traits across different groups. For example, working women may experience unique stressors related to balancing work and family responsibilities, which can affect their levels of neuroticism and extraversion differently than working men (Barnett & Hyde, 2001).

This study seeks to contribute to the existing literature by examining the combined effect of gender and working status on personality traits among adults. Using the Eysenck Personality Inventory, we aim to provide a comprehensive analysis of how these factors interact and influence individual personality profiles. The findings from this research will offer valuable insights for psychological assessment, career counseling, and understanding the broader implications of demographic influences on personality.

REVIEW OF LITERATURE

Chaturvedi et al. (2022) conducted a study on the relationship between Gender and Personality. In this study they investigated if the personality traits of a person are associated with their gender. The rationale of the study is to understand what impact gender has on one's personality. A standardized survey was distributed to a sample of adolescents belonging to the age group of 16-21 years from Mumbai. Each person completed a different measure on the Big Five Personality traits. Women reported themselves to be higher in Neuroticism, Agreeableness, Warmth, and Openness to Feelings, whereas men were higher in Assertiveness and Openness to Ideas. The sample comprises of 50 men and 50 women each from the age group of 16-21 years. Women scored comparatively higher on all the three scales which denotes women are more open to new experiences and new ideas, they are most likely to put others' needs ahead of their own and cooperate rather than compete with each other. They experience negative emotions like fear, anxiety, guilt and shame intensely. Whereas men on the other hand are practical, conventional and focus on the concrete, they tend to avoid the unknown and follow traditional ways. They experience less empathy and are described as hostile, competitive and antagonists. Further studies on gender and personality are needed to elucidate the findings of the current study.

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Bajwa et al. (2017) The purpose of this study was to explore the predictive role of personality and gender in cognitive adaptability of entrepreneurs. By using the theories of personality development, social learning, situated cognition and meta-cognition, a logical relationship between personality traits, gender difference and entrepreneurs' cognitive adaptability was established.

Quantitative strategy and cross-sectional survey method was then deployed to empirically investigate the proposed relationships between variables of interest. Randomly selected 443 working entrepreneurs responded to the survey.

Factor analyzed structural equation modeling estimated cognitive adaptability as a second-order factor, with extroversion and neuroticism having a significant impact on cognitive adaptability. Multi-group moderation revealed a significant difference among females and males against the same two personality traits.

Asad and Najam (2015) conducted a study to identify the relationship among job status, personality traits, and psychological health of professional women in Pakistan. A sample of (N = 240) professional women of age range of 22-60 years was selected from banks, hospitals, and telecom sector. Three job status groups including executive group, managerial group, and junior executive group were established. NEO-Five Factor Inventory (Costa and McCrae, 1992) and General health Questionnaire-28 (Goldberg and Hillier, 1979) were used as measuring tools. Results revealed that neuroticism and agreeableness had significant positive relationship with anxiety and depression. Differences among job status groups indicated that junior executive worker women scored high on neuroticism, anxiety, and depression as compared to managers and executives. It is concluded that women holding lower status were facing difficulty in determining job and life balance and women having predisposition of neuroticism displayed poor health. Furthermore, executive women scored high on agreeableness; their status and support at work place helped them to be compassionate and cooperative.

Shamaila Asad and N Najam (2015) conducted a study to identify the relationship among job status, personality traits, and psychological health of professional women in Pakistan. A sample of (N = 240) professional women of age range of 22-60 years was selected from banks, hospitals, and telecom sector. Three job status groups including executive group, managerial group, and junior executive group were established. NEO-Five Factor Inventory (Costa and McCrae, 1992) and General health Questionnaire-28 (Goldberg and Hillier, 1979) were used as measuring tools. Results revealed that neuroticism and agreeableness had significant positive relationship with anxiety and depression. Differences among job status groups indicated that junior executive worker women scored high on neuroticism, anxiety, and depression as compared to managers and executives. It is concluded that women holding lower status were facing difficulty in determining job and life balance and women having predisposition of neuroticism displayed poor health. Furthermore, executive women scored high on agreeableness; their status and support at work place helped them to be compassionate and cooperative.

Khaizran Zahra and Rubina Hanif. (2012) conducted a study to examine the relationship of personality traits (i.e., dominance, self-acceptance, self-control, flexibility, sociability, capacity for status and communality) and Gender Role attitudes among professionals of traditional and non-traditional occupations using selected scales from Urdu Version of California Personality Inventory (CPI) and Gender Role Attitudes Scale. A sample of 152

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professionals from traditional and non-traditional occupations (criteria of defining traditional and nontraditional professions were based on literature). The findings suggested positive relationship among personality traits and gender role attitudes. The linear Regression analysis showed predicting role of personality traits for gender role attitudes. The significant differences were found on personality traits, gender role attitudes among traditional and non-traditional professionals, and gender as well. In addition, implications and limitations, as well as directions for future research are discussed.

METHODOLOGY

Objectives of the study

The following are the objectives of the study:

- To study the effect of gender (male and female) on personality traits (extraversion and neuroticism) among adults.
- To study the effect of working status (working and non-working) on personality traits (extraversion and neuroticism) among adults.

Hypotheses

- Ho. There is no significant effect of gender (male and female) on personality traits (extraversion and neuroticism) among adults.
- Ho. There is no significant effect of working status (working and non- working) on personality traits (extraversion and neuroticism) among adults.

Sample

The sample for this present study was consisting of 40 adults who were chosen based on a purposive sampling technique from gender and working status on personality traits among adults in Ranchi district.

Table 1 Sample design

Working status	working	Non-working
Gender		
Male	10	10
Female	10	10

Tools

1. **Personal Data Questionnaire (PDQ):** This questionnaire was prepared by the researchers for eliciting information about the respondents name, age, gender, place of residence, working status, qualification etc.
2. **The Eysenck Personality Inventory (EPI):** The Eysenck Personality Inventory (EPI) is a psychological assessment tool developed by Hans Eysenck and Sybil Eysenck to measure two major dimensions of personality: Extraversion-Introversion and Neuroticism-Stability. The inventory consists of 57 items, with 24 items dedicated to assessing Extraversion, 24 items for Neuroticism, and 9 items serving as a Lie Scale to detect socially desirable responses. The EPI is widely used for its strong psychometric properties, demonstrating good reliability with test-retest correlations typically around 0.84 for Extraversion and 0.88 for Neuroticism. The validity of the EPI is supported by extensive research, indicating that it effectively differentiates between individuals with varying levels of these personality traits. The inventory has been utilized in numerous studies, establishing its credibility and relevance in the field of personality psychology.

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Analysis

The results of the data and discussion are presented under the following section.

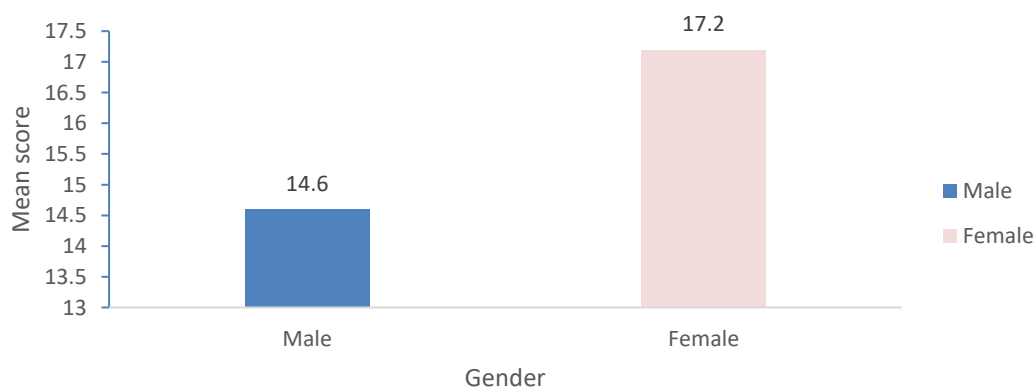
1. Effect of gender on extraversion among adults.
2. Effect of working status on extraversion among adults.
3. Effect of gender on neuroticism among adults.
4. Effect of working status on neuroticism among adults.

1. Effect of gender on extraversion among adults

Table 2 Mean score of male and female adults on Extraversion

	Gender	N	Mean	SD	Mean difference	df	t-value	P
Extraversion	Male	20	14.60	2.87	2.60	38	2.24	.031
	Female	20	17.20	4.32				

Figure 1 Mean score of male and female on personality traits among adults



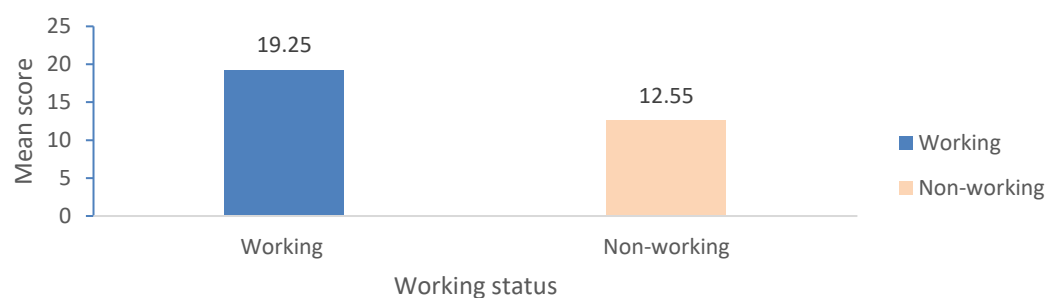
From the table 02 and figure 01 it is clear that the mean score on extraversion of male and female adults exhibited 14.6 and 17.2 respectively. The difference between mean score of male and female adults 2.60. SD of male and female adults were 2.87 and 4.32 respectively. The obtained t- ratio was 2.24 which was significant at 0.05.

2. Effect of working status on extraversion

Table 3 Mean score of working and non-working adults on extraversion

	Working status	N	Mean	SD	Mean difference	df	t-value	p
Extraversion	Working	20	19.25	2.42	6.70	38	11.42	0.01
	Non-working	20	12.55	.99				

Figure 2 Mean score of working and non-working among adults



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From table 03 and figure 02 it is clear that the mean score on extraversion of working and non-working adults exhibited 19.25 and 12.55 respectively. The difference between mean score of working and non-working adults 6.70. SD of working and non-working adults were 2.42 and 0.99 respectively. The obtained t- ratio was 11.42 which was significant at 0.05.

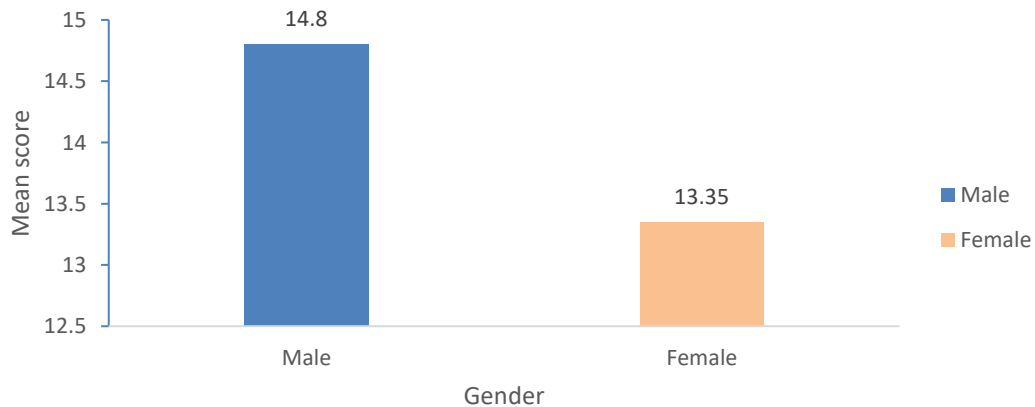
Hence the null hypothesis that “*there is no significant effect of gender (male and female) on personality traits (extraversion and neuroticism) among adults*” is rejected here.

3. Effect of gender on neuroticism

Table 04 Mean scores of male and female adults on neuroticism

	Gender	N	Mean	SD	Mean difference	df	t-value	p
Neuroticism	Male	20	14.80	2.28	1.45	38	1.84	0.07 ^{NS}
	Female	20	13.35	2.68				

Figure 3 Mean scores of male and female adults on neuroticism



From table 04 and figure 03, it is clear that the mean score of male and female adults in neuroticism was found 14.8 and 13.35 respectively. The mean difference between male and female adults was found 1.45. Sd of male and female adults on neuroticism was found 2.28 and 2.68 respectively. The obtained t-ratio was found 1.84 which is not significant.

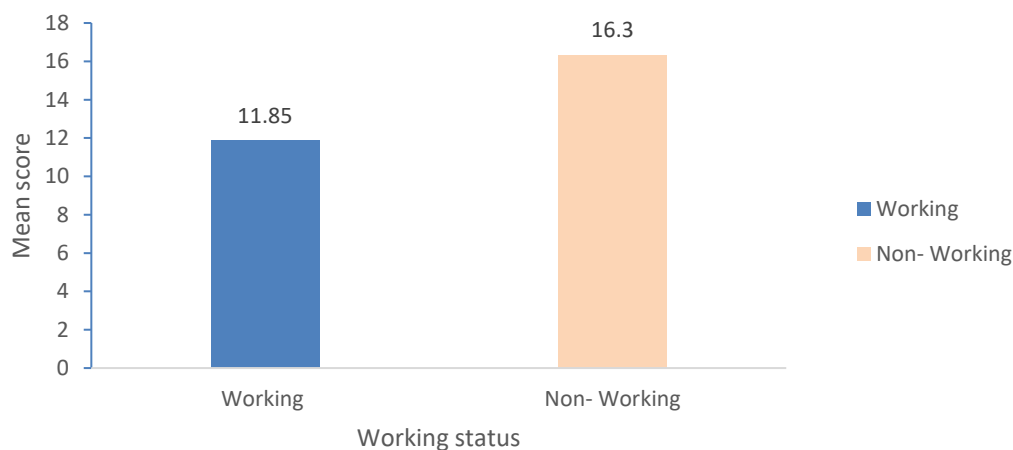
4. Effect of working status on Neuroticism

Table 5 Mean score of working and non-working adults on neuroticism

	Working status	N	Mean	SD	Mean difference	df	t-value	p
Neuroticism	Working	20	11.85	1.34	4.45	38	11.31	0.01
	Non-working	20	16.30	1.12				

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Figure 4 Mean score of working and non-working adults on neuroticism



From table 5 and figure 4, it is clear that the mean score of working and non-working adults in neuroticism was found 11.85 and 16.3 respectively. The mean difference between working and non-working adults was found 4.45. SD of working and non-working adults on neuroticism was found 1.34 and 1.12 respectively. The obtained t-ratio was found 11.31 which is significant at 0.05. Hence the null hypothesis is that “*there is no significant effect of working status (working and non-working) on personality traits (extraversion and neuroticism) among adults*” is partially rejected.

RESULT

Main findings of the research

The effect of gender and working status on personality traits among adults

From the result it is clear that female adults scored higher than male adults in extraversion (mean = 14.6 for male and 17.2 for female) which is found to be significant at 0.05. It is also observed that the difference between male and female adults on Neuroticism was not significant (mean = 14.80 for male and 13.35 for female). There are various studies which also supports the results in context of extraversion and also on contrary result found in relation to neuroticism (Costa, P. T., Terracciano, A., & McCrae, R. R., 2001; Schmitt, D. P., Realo, A., Voracek, M., & Allik, J., 2008). There are various studies found opposite results in relation to extraversion but supports the result found in context of neuroticism (Hyde, J. S. 2005; Zell, E., Krizan, Z., & Teeter, S. R. 2015).

Form the result on working status it is clear that working adults scored higher than non-working adults in neuroticism (Mean =19.25 for working adults and 12.55 non-working adults, $t = 11.42$) which is found to be significant at 0.01. It is also observed that the difference between working and non-working adults in neuroticism is also found to be significant at 0.01 (Mean = 11.85 for working adults and 16.30 for non-working adults, $t = 11.31$). The results of the study supported by various studies (Roberts, B. W., Caspi, A., & Moffitt, T. E., 2003; Wrzus, C., Müller, V., Wagner, J., Lindenberger, U., & Riediger, M. 2013). On the contrary some researchers also found opposite results (Specht, J., Egloff, B., & Schmukle, S. C. 2011; Lucas, R. E., & Donnellan, M. B. 2011).

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Conflict of Interest

The author(s) declared no conflict of interest.

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