

## Social Well-being with Respect to Agreeableness in Banking Professionals

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### ABSTRACT

**Objective:** This study was carried out to explore the connections between agreeableness and social well being among banking professionals. **Method:** Big Five-Factor personality scale by Arun Kumar Singh and Ashok Kumar was used to measure personality factors and to measure Social well being scale was used of Himanshi Rastogi and Janki Moorjani (HS-RHMJ) of 120 professionals who are currently working from the 20 different banking sectors. The mean age of the sample was 26.7. Collected data was used for further analysis. **Results:** Obvious connection was found between social well being and agreeableness. Significant relationship shown between agreeableness and social well being. Regression analysis shown that altruism and trust envisioned social well being. **Conclusion:** To further enhance the social well being steps can be taken to cultivate and stronger attention.

**Keywords:** Personality traits, Agreeableness, Social Well Being, Professionals, Altruism, Compliance

Agreeableness is one of the part of Big five personality traits Costa and McCrae (1992). Agreeableness is one of the personality trait defined as compassionate, empathetic, polite and more friendly nature in one. Who has this personality trait high in him known as good person, as he is always ready to help others. This personality trait create better relationship with other people and tend to create many friends. According to heineck research study it also state that who has cultivate the agreeableness get less paid compare to the disagreeable people, promotion ratio is also lower in this kind of people. (Heineck G., 2011).

Agreeableness emphasizes on the collaborative, supportive, helpful, altruism and patience nature of person (Barrick & Mount, 1991). Agreeableness factor is strong and vital part of organization to commit the policies and ethics of organization, it has connection between effects of relationship and behaviour of employees with one another. if the agreeableness is higher in employees then it gives more commitment and productive environment (Choi, D., Oh et el 2015). This factor also influence job commitments and job satisfaction. Banking sector where employees have to always deal with different kind of people to serve them. It is good to maintain good relationships with their clients to give rise to their banking sector. Agreeableness plays vital role to maintain relations between employees and clients, here

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Received: January 22, 2019; Revision Received: February 23, 2019; Accepted: February 24, 2019

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clients always need help from employees one or another way. Altruism nature influence more to deal with clients proficiently and genuinely.

### METHOD

#### *Sample*

The sample consisted of 120 banking professionals working in 20 different banking sectors. Participants ranged in age from 21 to 40 with a mean age of 26.7. Of the total sample, 65% were male and 35% were female. 73% of participants (n = 88) were married and 27% (n=32) were single. Banking professionals working or employed accounted for 25 percent of the sample.

#### *Procedure to collect data*

Data was gathered from the banking professionals of 2 to 15 years of experience in working environment. At the onset the professionals were clearly instructed about the purpose of research and confidentiality was assured. Consent of all the professionals was sought and tools were administered in the form of booklet. Data was interpreted individually as well as collectively. The collected data was subjected to statistical analysis using SPSS and results were calculated.

#### *Tools used for measurements*

Big five personality traits were assessed using a ten item short version of Big Five personality test (Kumar Singh, A., & A., 2014). Participants rated the items on a 2-point scale (2 = agree, 1 = disagree). The scale contains one true scored and one false scored question for each factor. The range of scores is 180 to 360.

To measure social well being, Happiness Scale (HS–RHMJ) (Rastogi, H., & Moorjani, J., 2017) was used. It contains positive intention items only covering positive mood, verve, and general interests. It is on 5-point scale (1 = strongly disagree, 5 = strongly agree). Total possible score ranges from 92 to 460. Total score of 105 and below indicates poor social well being.

#### *Research design:*

For the purpose of the present study equal number of respondents of banking professionals will be selected from the different banking sectors of Ahmadabad. The selected banking professionals of each areas in the sample will be divided into two types i.e. male and female and each type will be divided in one level of age i.e. 21 to 40 year of working employees, so this will give rise a 2 x 2 factorial design. As under :

Research sample design (n=120)		
Gender (A)	Male (n=60) (A1)	Female (n=60) (A2)
Age (B)	21- 40 (n=60) (B1)	21- 40 (n=60) (B2)

### RESULTS AND DISCUSSION

Table 1 represents mean and standard deviation of banking professionals on personality trait agreeableness and social well being scores. It clearly shows results of t test for personality

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trait agreeableness and social well being, among banking professionals of two genders. Results from independent samples t test indicate that there are meaningful differences between banking professionals from two genders on social wellbeing. The banking professionals from two genders differed on their agreeableness trait. The banking professionals from female gender are higher on social well being factor.

Table 2 represents correlation matrix of Big Five personality trait agreeableness and social well being. It shows that there is a positive meaningful correlation between agreeableness and social well being ( $p < 0.01$ ). Agreeableness was found to be positively associated with social well being.

All data structure with all feasible predictor variables was considered for regression analysis. Unadjusted R for the data is .415 and R<sup>2</sup> is .172. All the variables in combination (Significant F change = .04) predict social well being of the banking professionals. The all data model is statistically significant ( $f=2.06$ ,  $df=13,102$ ,  $sig =.033$ ). Inspection of the coefficient table reveals that agreeableness  $\beta =.11$  is significant at 0.792 level (Table 3). The regression weight for agreeableness in full model is .234. It is significantly predicting the social well being meaning higher the agreeableness higher will be the social well being of the banking professionals.

**Table 1 Comparative analysis of Agreeableness and Social Well Being in baking professionals according to gender.**

Variable	Male		Female		t-value
	Mean	S. D.	Mean	S.D.	
Agreeableness	46.18	7.83	47.24	8.14	.72**
Social Well Being	31.50	12.98	33.62	12.80	.90

\*\*significant at .01 level

**Table 2 Correlation Matrix of Agreeableness and Social Well Being**

Variable	1	2
1 A	1	
2 SCB	.0013*	1

\*significant at .01 level

**Table 3 Prediction of Social Well Being based on Personality Trait**

Criterion Variable: Social Well Being		
Predictor Variable	Beta ( $\beta$ )	Significance
Agreeableness	.011	.792

### CONCLUSION

The main intention of the study was to figure out links between Agreeableness and social well-being and to elaborate the function of personality traits how matter in banking professionals. Findings of the study urge that Agreeableness should be regarded as main predictor of social well being in banking professional. Variation in certain aspects in banking professionals from multiple sectors has emerged out of this research. A comparison of the banking professional's gender female with male in the banking professionals environment for imparting work reflects that the banking professionals from male are lower on agreeableness. As Agreeableness is negatively predicting social well-being of male banking professionals,

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further research should be carried out to elaborate into the causes of this negative trend. The searching of the research are restricted to banking professionals working in different fields so it needs to be confirmed through carrying out more studies while considering the banking professionals from various fields of both gender. Further studies may pivot on finding out the causes of lower scores on agreeableness in male banking professionals working in banking sector.

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### Acknowledgements

The authors profoundly appreciate all the people who have successfully contributed in ensuring this paper is in place. Their contributions are acknowledged however their names cannot be able to be mentioned.

### Conflict of Interest

The authors colorfully declare this paper to bear not conflict of interests

**How to cite this article:** Dholariya. P & Jansari. A (2019). Social Well-being with Respect to Agreeableness in Banking Professionals. *International Journal of Indian Psychology*, 7(1), 515-518. DIP:18.01.057/20190701, DOI:10.25215/0701.057