

The Relationship between Personality Factors and Organizational Commitment among University Employees

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ABSTRACT

This present study was aimed to know the relationship between Personality Factors (Openness and Conscientiousness) and Organizational Commitment among university employees. The NEO Five Factor Inventory a 60 item Questionnaire and Organizational Commitment Scale consists of 8 items was administered on the university employees. Sample of 30 individuals were selected through purposive sampling from Molana Azad National Urdu University Hyderabad. Pearson Product Moment Correlation Coefficient was used for statistical analyses. The result revealed that there exist an inverse relationship between organizational commitment and openness and positive relationship between organizational commitment and conscientiousness.

Keywords: *Personality factors, Openness, Conscientiousness, Organizational commitment, university employees.*

Personality deals with a *wide range of human behavior*. To most theorists, personality includes virtually everything about a person—mental, emotional, social, and physical. Some aspects of personality are *unobservable*, such as thoughts, memories, and dreams, whereas others are *observable*, such as overt actions. Personality also includes aspects that are concealed from yourself, or *unconscious*, as well as those that are *conscious* and well within your awareness.

Personality is defined as, "*Personality is the dynamic organization within the individual of those psychophysical traits that determine his unique adjustments to his environment.*" (Allport, 1937).

In the 1970's, Paul Costa and McCrae were searching how personality changed with age. Personality inventories were included in the batteries of assessment participants took in the normative aging study. Costa and McCrae report that they began by looking for the broad and agreed upon traits of Neuroticism (N) and Extraversion (E), but factor analysis of also led them to a third broad trait. Openness to Experience (Costa and McCrae, 1976.)

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The first version of the NEO only included in the Augmented Baltimore Longitudinal Study of Aging (Shock et al, 1984). But here in this study we mainly focus on the two dimensions of NEO FFI developed by (Costa and McCrae, 1976.). The two dimensions are briefly discussed below;

Openness: Openness reflects the degree of intellectual curiosity, creativity and a preference for novelty and variety a person has. It is also described as the extent to which a person is imaginative or independent, and depicts a personal preference for a variety of activities over a strict routine. Appreciation for art, emotion, adventure, unusual ideas, curiosity, and variety of experience.

Conscientiousness: A tendency to show self-discipline, act dutifully, and aim for achievement; planned rather than spontaneous behavior; organized, and dependable.

Organizational commitment:

Organizational commitment is the individual's psychological attachment to the organization. It is the strength of the feeling or responsibility that an employee has towards the mission of the organization. An individual's psychological bond to the organization, including a sense of job involvement, loyalty and belief in the values of the organization (O'Reilly, 1989).

Organizational Commitment is characterized by employee's acceptance of organizational goals and their willingness to exert on behalf of the organization (Miller & Lee, 2001.)

METHODOLOGY

OBJECTIVES:

- To assess the personality factors of employees working in organization.
- To examine the organizational commitment of employees working in organization.
- To study the relationship between personality factors and organizational commitment.

HYPOTHESES:

- There will be a significant relationship between "Conscientiousness" (a dimension of personality) and Organizational Commitment.
- There will be a significant relationship between "Openness" (a dimension of personality) and Organizational Commitment.

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Participants

Simple consists of individuals (N=30) both men and women between the age range of 25-50 years; all of them were working in a government setting in Molana Azad National Urdu University Hyderabad. Purposive sampling technique was used for simple selection. Data were collected from participants from their respective places where they are sitting during office time. The present study was based on Correlational Research Design.

Inclusion Criteria: male and female between 25 to 50 years of age employees in MANUU who are having minimum one year experience in the service. Exclusion criteria: individuals not working in MANUU, less than 25 years and more than 50 years.

Research Design:

The present study was based on correlational research design. Personality factors were correlated with organizational commitment among university employees

Statistical analysis:

The data obtained are statistically analyzed by using **Pearson Product Moment Correlation Coefficient**. It is done to determine the significant relationship between Personality factors (Openness/Conscientiousness) and Organizational Commitment.

Research Instrument

The NEO-FFI-3 is a 60 item version of form S. was used to assess the domains (Openness and Conscientiousness) of Personality. The scale was developed by Paul Costa and Mc. Crae in 1970's, PAR, USA.

The Organizational Commitment Scale consists of 8 items. This scale was used to assess the organizational commitment of individuals. The scale was developed by Upinder Dhar, Prashant Mishra, and D.K. Srivastava in 2001, Vedant Publications, Lucknow.

Procedure:

The participants were seated comfortably and rapport was established with each employee. The testing environment was comfortable and free of distractions and adequate lighting was provided. A flat surface, such as desk or clipboard, on which the respondent can write and a pencil is also given. The participants were assured about the confidentiality. The researcher engaged the participants in the task of completing the test to reduce the possibility of the response sets or random responding to the items.

The NEO-FFI-3 forms S (self-report) were given to the participants along with the answer sheet and they were told to read the instructions for completing the NEO-FFI-3 on the first page. After the instructions had been read and the participants understood the nature of the

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task, they were told to turn to the second page of the booklet and to provide the identifying information requested at the top of the second page. Once it was made sure that the participants were not having any questions, they were asked to begin. There is no time limit for the NEO-FFI. Most respondents require 10-15 minutes to complete it. Then the Organizational Commitment Questionnaire was given to the participants. The instructions were given, “There is a list of statements and five cells are provided for each statement to indicate how you generally feel. There is no right or wrong answers. There is no right or wrong answers to the statements. Do not spend too much time on any one statement. Try to finish as soon as possible”. Give the response which describes your feeling/opinion. Please do not leave any statement unanswered. After completing the task the participant was thanked for the cooperation.

ANALYSIS & RESULTS:

Table no 1 shows the relationship between organization commitment and openness (personality dimension)

Variables	N	Mean	SD	R
Organizational Commitment	30	29.60	3.390	-0.191
Openness	30	29.40	5.667	

Table 1: Depicts the data obtained from a sample population of 30 employees working in MANUU, The result shows that there is an inverse relationship between openness and organizational commitment.

Table no 2 shows the relationship between organizational commitment and conscientiousness (personality dimension)

Variables	N	Mean	SD	R
Organizational Commitment	30	29.60	3.390	0.381
Conscientiousness	30	33.23	6.084	

Table 2: depicts the data obtained from a sample population of 30 employees working in MANUU. There exists a positive relationship between conscientiousness and organizational

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commitment. This indicates that when people act dutifully and aim for achievement, there will be more commitment towards the organization.

DISCUSSION:

This present study was aimed at knowing the interrelationship between Personality Factors (Openness and Conscientiousness) and Organizational Commitment, among the employees. The data obtained are statistically analyzed by using Pearson Product Moment Correlation Coefficient. It is done to determine the significant relationship between Personality factors (Openness/Conscientiousness) and Organizational Commitment. The mean and SD of Organizational Commitment are 29.60 and 3.39. The mean and SD of Openness is found to be 29.40 and 5.66 respectively. The correlation coefficient is -0.191. This reveals that there is an inverse relationship between openness and organizational commitment.

The mean and SD of Organizational Commitment are 29.60 and 3.39. The mean and SD of Conscientiousness is found to be 33.23 and 6.08 respectively. The correlation coefficient is 0.381. This shows that there exists a positive relationship between conscientiousness and organizational commitment. This reveals that when people act dutifully and aim for achievement, there will be more commitment towards the organization.

CONCLUSION:

In conclusion, this study provides, there is positive relationship between Organizational Commitment and Conscientiousness. This study also added that Openness to Experience does not play a significant role in the development of organizational commitment. As hypothesized, employee's conscientiousness showed a strong positive relationship with organizational commitment.

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