

Personality of Women Professionals

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Abstract

Due to lack of employment opportunities, several people seek admission to different vocational courses, but have no inner will or interest in these professions. In some cases, people neither have the aptitude for the job nor have the kind of personality characteristics required. The result, therefore is poor performance in the field.

Scientific studies of personality characteristics make it clear that various characteristics may be responsible in individuals which help them sustain creative activity throughout as a distinctive feature, not found in unsuccessful individuals.

With the dawn of independence in our country, women have been presently absorbed in to the main stream of economic life and they are in fact, today in the fore front in many areas of economic and social activity. From a situation when women have been usually confined to the roles of house wives and mothers or in traditional occupations like teaching, nursing and other social work, now modern women have entered all walks of life and branched out in to diversified spheres of activities which were earlier considered as male exclusive domains.

Due to modernization an increasing awareness and consciousness of women is evident which provide them a significant attitudinal change towards professions such as engineering, management, chartered accountancy, company secretary, law etc. They are also successful in these professions.

These women have got totally different type of personality from those women who are house wives. They are outgoing, highly venturesome, more practical, independent, emotionally stable, humble, sober, accommodating, confident, assertive and passionist.

Key words: Personality, Profession, Women, Men and Characteristics.

Introduction

Due to lack of employment opportunities, several people seek admission to different vocational courses, but have no inner will or interest in these professions. In some cases people, neither have the aptitude for the job nor have the kind of personality characteristics required. The result, therefore is poor performance in the field.

In short, this is to say that a successful person is different than that from non-successful one.

Secondly, scientific studies of personality characteristics, make it clear that various characteristics may be responsible in individuals which help them sustain creative activity throughout as a distinctive feature not found in unsuccessful individuals. They describe themselves as a self-confident, unconventional, curious, enthusiastic, original, fluent, aesthetic, independent, imaginative, autonomous, assured, moody, self-centered, passionistic and dissatisfied. They are emotionally toned. In short, this is to say that creative people are different from non- successful people in many ways.

Bronowski (1958) has remarked to distinguish discovery invention and creation by pointing out that a fact is discovered, a theory is invented but only master piece is created for example, Columbus discovered the west, Bell invented the telephone and Shakespeare created "Othello". If this is the only consideration, scientific achievement shall not be covered by the word creation, but the psychologist cannot take such an extremist view. Psychologist has to measure objectively and therefore a solution is to be sought in reconciliation with all the definitions, considerations, characteristics etc.

The purpose of the present study is to explore the personality pattern of the working women. The effect of personality in the choice of a person's vocational choice, is still under mystery.

R.P. Srivastava (1979) found 10 major personality traits for the effective and successful teachers. These are shown in order of preference as Character (CH), Discipline (D), Patience (P), Co-operation ©, Kindness (K), Impartiality (I), Scholarly taste (ST), Enthusiasm (E), Optimism (O), and Wide interest (WI), these elements are incorporated in the Teaching Aptitude Test (TAT) constructed and standardized by him.

In a sample of male and female teacher trainees Lall (1972) found no significant difference on any dimension of creative thinking.



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It is evident that different personality characteristics are essential for the effective and successful achievement in different professions.

On the other hand sex is an important variable to create difference in personality characteristics. Anderson (1961) reported that 6 factors of Cattell's 16 PF discriminated male and female teachers in the course of a cross sectional study of the personality characteristics of experienced teachers.

Paul(1968) Compared the personality pattern of engineering, law, medical and teacher training students and concluded that the students of law and teacher training were emotionally more reliable and responsible to social environment than medical and engineering students.

These studies reveal that identification of personality profiles of characteristic pattern for different professions is the need of the hour. As this is the age of specialization in every field and very high profile of professionals are required, on the other hand, girls are adopting more characteristics like boys, but still have a different physique, nature and many feminine traits make them different from boys.

Need of the study

With the dawn of independence in our country, women have been presently absorbed in to the main stream of economic life and they are in fact, today in the fore front in many areas of economic and social activity. From a situation when women have been usually confined to the roles of house wife and mother or in traditional occupations like-teaching, nursing and other social work, now modern women have entered all walks of life and branched out in to diversified sphere of activity which were earlier considered as exclusive male domains.

Every profession demands a peculiar type of personality pattern and a specific difference is observed between the personality pattern of men and women, this difference is seen since birth.

Due to sex difference, women have some different personality characteristics. They are always imaginative, submissive, rigid, emotional and shy in nature. They can't go always everywhere, they can't spend much time out side, because of these personality characteristics, they mostly like to go in such type of occupations as teaching, nursing and social work, these professions are female dominated professions.

Due to modernization an increasing awareness and consciousness of women is evident which provide her a significant attitudinal change towards profession such as Engineering, Management, Chartered Accountancy, Company Secretary, Law etc. They are also successful in these professions.

These women have got totally different type of personality pattern, if they do not have, they develop their personality according to their professions, with this view in mind the present investigation is concerned with the topic "Personality of women professionals".

Definitions of Terms

Personality

Cattell(1950) equated personality to the individual aspects of behaviour, focused his attention to all the behaviour of the individual and viewed that it should have a predictive power. 'Personality is that which permits a prediction of what a person will do in a given situation'.

Allport (1956) formulated 'personality is the dynamic organization with in the individual of those psycho-physical systems that determine his unique adjustment to his environment'.

Burgers (1930) defined the 'personality in terms of social effectiveness personality is the integration of all the traits which determines the role and status of the person in the society. Personality might therefore be defined as social effectiveness'.

Warren's define 'Personality is the integrative organization of all the cognitive, affective, co-native and physical characteristics of an individual as it manifests itself in focal distinction from other'.

Mark Sharman in his book personality: Inquiry and Application (1979) has defined 'personality on the characteristics, pattern of behaviours, cognitions and emotions which may be experienced by the individual and or manifests to others'.

Women Professionals Women who are working in various professions like Engineering, Law, Medical, M.B.A, Chartered Accountancy, Company Secretary etc. are called as women professionals. In this study we have taken Engineering Profession and to study the "Personality of Women Professionals," We have compared the personality of male and female of engineering final year students. The idea behind it was that these students are almost prepared to serve this field.

Objectives of the Study

1. To study the personality of women of engineering profession.
2. To study the personality of men of engineering profession.
3. To compare the personality of women and men of engineering profession and study the personality of women professionals.

Review of Literature In any field of study the researcher first wants to be familiar with the research work that has already been completed only then an effective research for specialized knowledge is possible, the search for reference material is a time consuming but very faithful phase of a research programme. Up to date knowledge of the work which has already been done in the particular area, help the researcher in comparing his/her own investigation.

Seldin, D.R., Friedman, H.S. & Martin, L.R. (2002) studied 'Sexual activity as predictor of the life-span mortality risk' and found personality, psychological, and behavior variables, which were found to correlate with teenage sexual activity and married female frequency of orgasm, were then tested as potential mediators of the relationship. Childhood conscientiousness, adulthood alcohol use, and cumulative level of education were all found to be important in the explanation of the inverse relation between teenage sexual activity and longevity, particularly for males.

Denzine, M. Gypsy, Martin, E. William, Cramblet, D. Leslie. (2005) studied 'Do Teacher Education Programs have personality?' and addressed this question by quantifying the overlap of terminology and concepts between top selling undergraduate personality psychology text books and top selling terms, 55% did not appear in the indexes of any or the educational psychology text books examined and conceptually, the average percentage of conceptual coverage in the educational psychology texts was 5.08%.

Carly Magee, Jeremy C. Biesany, (Feb 2018) studied "Is Personality Variability associated with adjustment". This study replicated the major findings of Baird et al. (2006). In particular, They replicated their findings that intra-individual variability in personality states is not negatively correlated with adjustment. Individuals who varied more extensively in their daily lives were not less well adjusted, compared to individuals who were more stable. In fact, They found a small positive correlation between variability and adjustment in all number of cases.

Dirk H.M Pelt, Marise Ph Born (2020) studied the 'General Factor of Personality and daily social experiences: Evidence for the social effectiveness hypothesis' and found that (1) GFP scores were related to daily social experiences and well being/mood, (2) daily social experiences partly mediated the relation between the GFP and well being/mood, and (3) the GFP related to how individuals react to daily social events. To the best of our knowledge, this is the first time that the social effectiveness hypothesis of the GFP is studied using daily reports.

Desiree, Nieben, Daniel, Danner, Marion Spengler and Clemens M. Lechner (July 2020) studied 'Big Five Personality Traits predict successful transitions from school to vocational education and training: A large scale study' and found that understanding of educational transitions by identifying Big Five personality traits as a hitherto underappreciated source of individual differences in transition success as captured by a broad range of success indicators. Big five personality traits are Conscientious, Extraversion, Agreeableness, Openness and Emotional stability.

Hypotheses of the Study

Research Hypothesis There is significant difference between personality of male and female students of engineering profession.

Null Hypothesis There is no significant difference between male and female students of engineering profession.

Research Methodology

Sample The sample consists of 100 students in which 50 male and 50 female students from different engineering colleges are selected. Simple random sampling technique was followed to select the sample.

Tools Cattell's 16 Personality Factors test, hindi version by S.D Kapoor.

Method Survey method was followed for this purpose, Cattell's 16 personality factors test (Hindi version by S.D. Kapoor) was given to the male and female students of engineering.

Analysis and Interpretation The main aim of the present work is to study "Personality of women professionals". To study the "Personality of women professionals", Cattell's 16 PF Personality test was administered on the male and female students studying in vocational course "engineering" and then scored with the help of scoring key. The raw scores so obtained for each factor and for each male and female student of engineering profession were converted in to sten scores on the basis of 16 PF primary stens. By the comparison of personality profiles of male and female students of engineering profession, we have found the personality of women professionals.

Table 1
Mean and 't' value of male and female students of engineering on 16 PF.

Personality Factor	Mean		't' Value	Significant level
	Male -50	Female-50		
A	8.524	10.33	1.492	NS
B	9.14	10.55	1.1263	NS
C	13.88	10.62	2.8357	P.05, .01
E	12.62	12.22	0.4646	NS
F	12.78	11.44	0.9663	NS
G	11.58	15.555	4.2589	P.05, .01
H	11.98	9.11	3.0665	P.05, .01
I	10.9	10.44	0.579	NS
L	10.9	8.33	2.5253	P.05, NS.01
M	13.7	13.11	0.4785	NS
N	12.06	11.00	0.83438	NS
O	12.98	13.22	0.1746	NS
Q1	12.88	8.49	2.09485	P,.05, NS.01
Q2	10.86	14.22	2.5559	P.05,NS.01

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Q3	11.14	12.66	1.4373	NS
Q4	13.02	17.66	3.1190	P.05, .01

NS:-Not Significant, Required level of significant P=.05

Comparison of Personality profiles of Male and Female Students of Engineering Profession

The results of statistical analysis of data are summarized in Table-1. Table shows 't' ratio of male and female students of engineering on 16 personality factors. The 't' ratio was computed to find out the significant difference of male and female students of engineering on different personality factors.

It is evident from 'Table 1' that the male and female students of engineering are different significantly on 7 out of 16 personality factors. So research hypothesis is accepted and null hypothesis is rejected on these factors. The factors are as follows:-

1. Factor C – Affected by feelings Vs Emotionally Stable
2. Factor G – Expedient Vs Conscientious
3. Factor H - Shy Vs Venturesome
4. Factor L - Trusting Vs Suspicious
5. Factor Q1- Conservative Vs Experimenting
6. Factor Q2 – Group dependent Vs Self Sufficient
7. Factor Q4 – Relaxed VsTense.

However male and female students of engineering do not differ significantly on remaining 9 personality factors. So null hypothesis is accepted on these factors and research hypothesis is rejected. These factors are as follows.

1. Factor A – Reserved Vs Outgoing .
2. Factor B – Less Intelligent Vs More Intelligent.
3. Factor E – Humble Vs Assertive.
4. Factor F – Sober Vs Happy Go Lucky.
5. Factor I – Tough Minded VsTender Minded.
6. Factor M – Practical Vs Imaginative.
7. Factor N – Forthright Vs Shrewd.
8. Factor O – Placid Vs Apprehensive.
9. Factor Q3 – indisciplined Self conflict Vs Controlled.

It means that male students are out going, more intelligent, emotionally stable, assertive, happy go lucky, expedient, venturesome, tender minded, suspicious, imaginative, shrewd, apprehensive, experimenting, group dependent, indisciplined and relaxed.

While the female students are also outgoing, more intelligent, affected by feelings, assertive, sober, conscientious, shy, tender minded, trusting, imaginative, forthright, apprehensive, conservative, self-sufficient, controlled and tense.

Conclusion

On the basis of above results it can be concluded that female students of engineering are different in their personality pattern from male students of engineering on 7 factors out of 16 factors

The male and female students differ significantly on factors C, G, H, L, Q1, Q2 and Q4.

Personality of women Professionals

1. The professional women tend to be good natured, easy going, emotionally expressive, ready to cooperate, attentive to people, soft hearted, kindly adaptable, they like occupations, dealing with people and socially impressive situations.They readily form active groups, they are generous in personal relations, less afraid of criticism and better able to remember names of people.
2. The professional women tend to be quick to grasp ideas, a fast learner and intelligent.
3. The professional women tend to be emotional, annoyed and active in dissatisfaction.
4. They tend to be assertive, self assured and independent minded.
5. They tend to be cheerful, active, talkative, frank, expressive and carefree.
6. They tend to be persevering, rule bound and responsible. They are conscientious and moralistic.
7. The professional women tend to be shy, withdrawing, cautious and retiring.
8. The professional women tend to be tender minded, impatient, dependent and impractical. They dislike crude people.
9. They tend to be trusting and adaptable.

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10. They tend to be imaginative, self-motivated and sometimes lead to unrealistic situations.
11. They tend to be depressed, moody, and worrier.
12. They tend to be conservative and respecting established ideas.
13. They tend to be self-sufficient and prefers own decisions.
14. They tend to be controlled and socially precise.
15. They tend to be tense, excitable, restless, fretful and impatient.

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