

Impact of Big Five Personality and Self-Efficacy on Positivity of the Employees

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Abstract

The individuals' personality and general self-efficacy can influence their views on life and experiences with a positive stance. Personality of the individual is the patterns in which his habits, characteristics, attitudes, beliefs, motivation etc, are organised externally which in turn relate internally and influence the goals. Self-efficacy encourages a person to believe in their own abilities, which pushes them to complete a task effectively. It's defined as a function of beliefs linked to higher performance. In the present research study the author has examined whether Big Five Personality and Self-efficacy predict positivity of the employees. The measures used for data collection were Big Five Personality, Self-efficacy and Positivity scales. Data were obtained from 120 employees randomly selected. Data analysis was done using descriptive statistics and inferential statistics- Multiple regression. The results highlighted that personality dimensions and self-efficacy of the employees influenced the positivity. Among the personality dimensions Openness, Extraversion, and agreeableness have high mean values of 3.53, 3.37, and 3.20 respectively. The self-efficacy has the mean value of 3.47. The beta values for self-efficacy, extraversion, agreeableness and conscientiousness were positive 0.117, 0.099, and 0.186 respectively. Therefore, when the employees have more of self-efficacy, extraversion, agreeableness and conscientiousness, their positivity will be more. For the personality dimensions - neuroticism and openness, the beta values were 0.064 and 0.051 which were not

significant. The study concludes that the dimensions of big five personality and self-efficacy influence on the positivity of the employees.

Key words: Big Five Personality, Self- Efficacy, Positivity, IT Company' Employees.

Introduction

On personality traits, there are several theories and models. Specifically human personality seems to be constituted up of five basic dimensions, according to the trait theory. Many experts now believe that there are five basic personality characteristics (Power & Pluess, 2015). Personality refers to a person's ability to maintain consistent cognitive and behavioural patterns throughout time and in many situations (Cattell, 1965). As a result, as proven by recent empirical investigations, it's reasonable to conclude that personality traits affect personal values and views (Olver and Mooradian, 2003). Personality traits are consistent and provide an appropriate personality profile for employees throughout their careers because different attributes are necessary for different tasks in a company (Sev, 2019). Personality traits referred to as "Big 5" personality traits, can be used to define individual variations and predict performance across a wide range of fields (Ed Feyter, 2012). Extraversion, agreeableness, conscientiousness, neuroticism, and openness to new experiences are the five broad qualities of the big five personality (McCrae & Costa, 1996).

The human resource department evaluates employees based on their work performance. Employees' personalities can impact whether they succeed in their work or dedicate more time to various activities. This shows a considerable difference in their work performance and ability to perform their tasks. The difference in learning occurs in a social context, involving a dynamic and reciprocal relationship between the individual, and their environment and behaviour (Bandura, 1986). Different ideas have been created by theorists in the field of human behaviour. These theories can be used to better understand people, their personalities, and other aspects that can help the organisation train and strengthen its staff. Many scientists look at theories on social cognition and personality traits from the perspective of an individual's job behaviour. These ideas, according to Bandura (1997a), are predictors of how people think, behave, and feel.

Self-efficacy is the belief in one's ability to plan and carry out the actions necessary to achieve specific goals (Bandura, 1977b). The notion of self-efficacy of an individual influences how he

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or she tackles objectives, tasks, and issues (Luszczynska, & Schwarzer, 2005). Self-efficacy may be influenced by both internal human traits and the external environment, according to theory. A person's self-efficacy is their belief in their ability to achieve in a given situation. Self-efficacy is a component of the self-system, which includes a person's attitudes, abilities, and cognitive capabilities. This system has a big influence on how we view things and how we react in different situations.

Positivity refers to the tendency to view life and experiences with a positive outlook. In recent decades, the positive psychology movement has played a key role in the increase of interest in positive components of individual functioning (Seligman & Csikszentmihalyi, 2000). Every organization needs employees who think positively to manage their environment and work effectively. Positive thinking is all about approaching things from a positive perspective. While positive psychology emphasises optimism, it also recognises that while thinking positively has several benefits, there are times when more practical thinking is desirable (Chang & Sanna, 2003). On other hand thinking negatively is associated to cause indecision, lethargy, delay, and outright derailment of employee's goal-directed actions and cognitive decline. Individuals' ability to think positively determines their level of confidence in the upcoming situations (Scheier & Carver (1993). According to Kozma, Stine, and Stones (2000), positivity is a personality characteristics dispositional driver of subjective well-being that can explain individual variety and stability in happiness despite environmental change. Various factors, such as environmental conditions or personality traits, may have impact on behaviour. Positive outcomes are connected to dispositional optimism, particularly active and effective coping (Scheier, Weintraub, & Carver, 1986).

In the present study the author has examined the levels of personality of the employees, self-efficacy and their positivity and has studied whether the personality and the self-efficacy influence the positivity of the employees. The personality and self-efficacy were treated as independent variable and positivity as dependent variable. The findings of the study will be useful for the organisation for designing their development program.

Review of Literature

Although personality characteristics and self-efficacy have both been found to predict subjective well-being, the two predictors have seldom been studied combined, and it was unclear if personality traits and self-efficacy were linked to employee positivity through affect. Furthermore, positive affect was found to fully moderate the relationship between self-efficacy and life satisfaction. Self-efficacy was shown to be of minimal utility in predicting subjective well-being, contrary to predictions (Zhang, 2015). Wang et al. (2014) investigated the link between big five personality traits and depressive symptoms, as well as the function of self-efficacy as a mediating factor. Among Chinese unemployed people, self-efficacy partially moderated the connection between big five personality and depressed symptoms. The most effective interventions for reducing depressed symptoms in unemployed people would focus on both personality and self-efficacy. Bingöl et al., (2019) looked at the link between self-efficacy, the concept with a big impact on people's lives, and various demographic factors, as well as the predictive effects of psychological resilience and optimism on self-efficacy. The findings revealed that female respondents had lower self-efficacy than males, and that participants residing in cities and those with a high income had better self-efficacy than those living in villages or small towns and those with a low income. Furthermore, individuals who thought of their parents as democratic, negligent, and protective had greater levels of self-efficacy than those who thought of their parents as authoritarian. According to Lauriola and Iani (2015), recent theories implied that neuroticism, extraversion, attitudes, and global positive orientations were key determinants of subjective happiness. The findings revealed that positivity entirely mediated the effect of extraversion on happiness, whereas neuroticism was only slightly mediated. There were also implications for research on happiness. Lauriola and Iani (2017) aimed to investigate the relationship between neuroticism and extraversion, evaluated by general and group factors, and subjective happiness, measured by general positivity factor. Although the positivity component totally controlled neuroticism-subjective happiness interactions and overlapped with general neuroticism, it only partially mediated extraversion-subjective happiness interactions.

Objectives

The main objectives of the current study are:

1. To measure the levels of Big Five Personality, Self-Efficacy and Positivity of the Employees and

2. To predict the influence of Big Five Personality and Self-Efficacy on Positivity of the Employees.

Method and sample

The study used cross-sectional research design. 120 employees working in an IT company were randomly selected for the study. Online survey tool was used for collecting data. All the responses were made mandatory, and forms that were not completed were not considered. Employees from various departments took part in the study; their personal information, such as name and email address, were not collected, and the survey was named "Human Capital Assessment" to avoid biased results.

Measures

The study used standardized tools which were already used in many other studies. The three inventory and scales are

a) The General Self-Efficacy Scale (GSE) developed by Schwarzer & Jerusalem (1995). The scale consists of 10 items which are mixed at random into a larger pool of items that have similar response format. The scale is self-administered and requires less than 5 minutes for answering the items. Each item was scored on a 5-point Likert scale from 1 (strongly disagree) to 5 (strongly agree).

b) Big Five Personality Inventory (BFPI) developed by Rammstedt & John, (2007) consists of five essential personality dimensions such as extraversion, neuroticism, openness to experience, conscientiousness, and agreeableness. The responses will be made on a 5-point scale ranging from strongly Disagree 1 to Strongly Agree 5.

c) Positivity Scale (PS) developed by Caprara et al., (2002) has new 8-item scale designed to measure positivity that explains the tendency to view life and experiences with a positive outlook. The responses will be made on a 5-point scale ranging from strongly Disagree 1 to Strongly Agree 5.

Analysis

The data obtained were analysed using the statistical software SPSS-Version 23. Descriptive and inferential statistics - Multiple Regression analysis was done to understand the relationship between the Independent Variable and the Dependent variable.

Results

Demographic variables of the employees

The demographic profiles of the employees are as follows: Equal number of male and female employees participated in the study. The employees under the age of 25 were 28.3%, those between the age group of 26 and 30 were 37.5 percent, those between the ages of 31 and 35 were 15%, and those between the ages of 36 and 40 were 10 percent. Educational qualification of the employees were 46.7 percent of had bachelor's degree, 51.7 percent had master's degree, and 1.7 percent had diploma. The years of job experience was 15 % of them had more than 10 years, 25.8 % of them had five to ten years and higher percentage of 59.2 % had job experience less than 5 years. Employees' years of experience in their current position was, 87.5 % less than five years, 11.7 % with 5 to 10 years, and 11.7 % with more than 10 years.

Table 1 shows the level of Personality Dimensions, Self-Efficacy and Positivity of the Employees

S.No	Variables	N	Mean	S.D
1	Self-Efficacy	120	3.47	0.85
2	Personality dimensions			
2a	Extraversion	120	3.37	0.77
2b	Agreeableness	120	3.20	0.61
2c	Conscientiousness	120	2.82	0.72
2d	Neuroticism	120	2.96	0.69

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2e	Openness	120	3.53	0.97
3	Positivity	120	3.07	0.91

The table 1 above shows the mean values of the types of big five personality, self-efficacy and Positivity. The mean of identified regulation and intrinsic motivation was high. The mean of self-efficacy was 3.47. Openness, extraversion, and agreeableness have high mean values of 3.53, 3.37, and 3.20 respectively followed by neuroticism and conscientiousness 3.20 and 2.82 respectively. The mean of positivity was 3.07 (Table 1).

Table 2: Adjusted R Square and F value of Self-Efficacy, Personality and Positivity of the Employees

Adj.R Square	F	ANOVA Significance	Model	Unstandardised coefficients		Standardised coefficients beta	t	Significance
				B	Std. error			
0.839	104.368	0.000	(Constant)	0.310	0.141		2.191	0.031
			Self-Efficacy	0.422	0.037	0.588	11.517	0.000**
			Extraversion	0.117	0.037	0.149	3.167	0.002**
			Agreeableness	0.099	0.040	0.219	4.706	0.000**
			Conscientiousness	0.186	0.040	0.219	4.706	0.000**

			Neuroticism	0.057	0.048	0.064	1.1.76	0.242
			Openness	0.032	0.035	0.051	0.918	0.361

* $p \leq 0.05$, ** $p \leq 0.01$

The Adjusted R square is 0.839, F value is 104.368 and it is significant ($p \leq 0.01$). From the above table it was inferred that for the Positivity, the variables like Self-Efficacy, Extraversion, Agreeableness, and Conscientiousness were significant. Thus, the regression equation was as follows:

$$\text{Positivity} = 0.310 + (0.422) *(\text{Self-Efficacy}) + 0.117*(\text{Extraversion}) + (0.099) *(\text{Agreeableness}) + (0.186) *(\text{Conscientiousness})$$

It was inferred from the equation that all the variables except neuroticism and openness had an influence on positivity of the employees. Self-Efficacy had the highest influence followed by conscientiousness, extraversion and agreeableness.

Discussion

The findings of the study have proved that the personality and the self- efficacy of the employees influence their positivity. The results show the impact of the big five personality traits such as conscientiousness, extraversion, and agreeableness on employee positivity but not in openness to experience and neuroticism/negative affectivity. Extraversion represents individual variances in social interaction, assertiveness, and energy level. The employees who have high score on extraversion enjoy socialising with others, are comfortable expressing themselves in groups, and are prone to positive feelings like enthusiasm and excitement. Agreeableness captures differences in compassion, respect, and acceptance of others. The employees who have high agreeableness have a strong emotional concern for others' well-being, treat others with respect for their personal rights and preferences, and have a generally optimistic perspective on others. Conscientiousness represents differences in organisation, production, and accountability. Highly conscientious people embrace order and organisation, work hard to attain their objectives, and are committed to completing their chores and obligations. But the employees with a low level of neurotic are emotionally stable individuals who can stay calm and resilient when faced with adversity. Openness individuals with a narrow variety of intellectual and creative interests are more likely to be closed-minded (Bozionelos, 2004). Personality traits, according to

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Schermerhorn, Hunt, and Osborn (2005), are enduring characteristics that characterise individual behaviour.

The results indicate that the employees are always looking for new ways to complete tasks in the workplace, which leads to higher-quality performance output and the development of work practises that improve productivity, efficiency, and effectiveness. High level of self-efficacy leads to better task completion and satisfaction, as well as increased workplace efficiency. Self-efficacy had the highest influence on employee positivity. People may have a general sense of self-efficacy or a specific sense of self-efficacy in a domain where they believe they can excel. The employees with a strong or high feeling of self-efficacy are confident in their abilities and see issues as jobs to be performed rather than threats to be avoided (Bandura, 1977). They also put a lot of effort into their work and show a lot of dedication. Any setbacks are easily overcome and can be used as learning opportunities. People with high levels of general self-efficacy are less likely to be wronged because they are more resilient and less prone to being swayed by negative information (Wilde & Hsu, 2019).

Djigic, Stojiljkovic and Doskovic (2013) have stated that self-efficacy influences the professional behavior of individuals in their work environment. On the other hand, the personality traits also have influence on the behavior. The variables namely self-efficacy, extraversion, agreeableness, and conscientiousness were significant. The present findings show that self-efficacy and personality traits like extraversion, agreeableness, and conscientiousness influence on the employee positivity. The present study among the IT employees shows that the self-efficacy and three dimensions of personality predict the positivity perspective of the employees.

Conclusion

The authors conclude that the findings will help the company to understand their employees' positivity and support them through trainings for developing their self-efficacy, and their personality dimensions-extraversion, agreeableness, and conscientiousness. These personality dimensions influence their positivity. Employees have to believe their positivity to execute the behaviours required to accomplish specified performance goals. The employer should understand the personal goal of the employee to have the goal of the company to be accomplished. The

study can be replicated in any organisation and will be valuable for human resource development practises that keep the company's mission and vision in perspective.

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