



BIG FIVE PERSONALITY FACTORS IN RELATION TO SOCIAL ADJUSTMENT AMONG PROSPECTIVE BUSINESS EXECUTIVES

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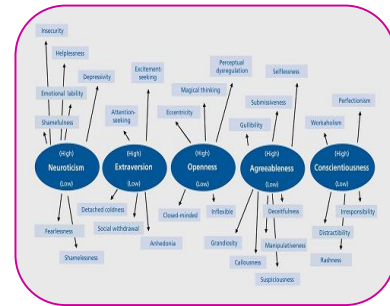
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ABSTRACT

The paper makes an attempt to draw a relationship between on big five personality factors and social adjustment of MBA students. Likewise number of research on big five personality factors that explain its impact on individual achievement in different ways. But there is no research available in the literature that explains how does a big five personality factor affect / social adjustment among future business executives. Hence the current study propose to carry out the research on big five factors and their influences on social adjustment among MBA students who are going to be business executives. The sample of this research consists of 200 MBA students from in and around of Coimbatore city. The simple random sampling method was adopted for selecting these samples. The investigator used Big Five Personality Factor Questionnaire (John & Srivastava, 1999)) and Social Adjustment Scale developed by investigator. Thus the collected data were analyzed using descriptive analysis, and correlation analysis to find out the results. The present study concludes that there is a significant relationship between the factor conscientiousness and Social Adjustment. Further, there is no significant relationship between other four factors like Extraversion, Agreeableness, Neuroticism, Openness and Social Adjustment among the selected MBA students.



KEYWORDS: Big Five Personality, Business Executives, Management students, Social Adjustment

INTRODUCTION :

The transition from student life to business executives could encounter multi-faceted problems like interaction with peer groups, work culture, lack of experience, time management, emotional stability and work life balance. The young business executives are struggling to face the challenges to survive in the business environment. The fresher's cannot adapt to the new environment quickly, they may have difficulties in their studying and psychological developments (Wang, et.al 2006). An individual requires social adjustment to survive in the job market. In other words, adjustment is a person's ability in establishing relationship with the environment, and a person cannot expect optimum results until he/she bridges between environment and the situation in a curriculum atmosphere (Erica, 1996). Social Adjustment is a long process to be socially mature. Students should be exposed to those people who are socially mature so they can pattern his behaviour accordingly. The purpose of this paper is to examine the personality of the individual and its influence on the social adjustments among the business executives. One of the most common tools to assess the personality is used as Big five factor. Secondly, there is a need to measure the social adjustment of an individual by adopting social adjustment scale. However, it is imperative to understand better the personality traits that influence social adjustments. Despite many studies were

conducted on Big five factor and Social Adjustments. But none of the researchers could find the Big five factor in relation to social Adjustment among budding Business executives.

BIG FIVE FACTOR AND SOCIAL ADJUSTMENTS

There have been different theoretical perspectives in the field of personality psychology over the years including human motivation, the whole person, and individual differences. The Big Five falls under the perspective of individual differences. The Big Five factors are openness, extraversion, agreeableness, conscientiousness and neuroticism. According to Parameswaran and Beena (2004) Adjustment is a process by which a living organism acquires a particular way of acting or behaving or changes an existing form of behavior or action. Typical Business environment which includes different personalities, style of communication, work culture, and diversity of people. To meet out the working environment, an individual requires the social adjustment. In other words, how individual able to cope up with business environment. socialization is considered as the process of entering a person in to a social environment, assimilation of social life experience, culture and social relationships. Hussain et al. (2014) reported that need for achievement, internal locus of control and openness to experience have significant impact on entrepreneurial intentions among the business students. Ozaralli et al, (2016) found that, there is a significant relationship among personality attributes of optimism, innovativeness, risk - taking propensity and entrepreneurial intention among the US and Turkish student.

SOCIAL ADJUSTMENT

Social Adjustment means knowing what to do and striving for it by following role models to reach the desired level of acceptable social behaviour. Social Adjustment is a long process to be socially mature. Students should be exposed to those people who are socially mature so they can pattern his behaviour accordingly. The students can try to reach the expectations of the social system, parents, teachers, siblings and peers who matter to them. Gurmit Singh, (2015), studies revealed significant positive relationship between adjustment and emotional intelligence and also between adjustment and mental health.

LITERATURE REVIEW

Several studies were conducted on Big five personality and Social adjustments. A study by M H M de Moor, et.al. (2012) found that the Personality can be thought of as a set of characteristics that influence people's thoughts, feelings and behavior across a variety of settings. Variation in personality is predictive of many outcomes in life, including mental health. Mohees Golparvar & Zahra Javadian (2012) have attempted a study, by using a field sample, was to explore the moderating effects of the big five personality factors on the relationship between perceived organizational justice and organizational citizenship behaviors (OCBs). The results suggest that organizations can use co-worker-based interactional justice and procedural justice for promoting OCBs among employees with different level of conscientiousness, extraversion, and openness to experience. Several personality traits are related to academic achievement. (Rothstein, Paunonen, Rush, & King, 1994,) demonstrated that openness and agreeableness were positively related to CGPA.

Subhash Sarkar, et al., (2017), found that the significant difference between the social adjustment and academic achievement of adolescence period. No significant differences were observed between boys and girls as well as rural and urban high school students on the basis of their social adjustment. Jyotsana K Shah, (2012) examined the relationship between Social adjustment, School Adjustment and levels of Academic achievement among residential school girl students. The results indicated a significant relationship between social adjustment and school adjustment. Also, significant difference existed between the school adjustments of the three groups i.e. low, high and average levels of academic achievement.

The above mentioned studies and literature review shows the different investigations related to different areas of big five personality factors and social adjustment, based on age, level of qualification, experience, type of institution. But the area of big five personality factors in relation to social adjustment

with respect to MBA students has remained as an unexplored area of study. Hence, this research tends to investigate the relationship between big five personality factors and social adjustment with respect to MBA students.

OBJECTIVE OF THE STUDY

To find out the relationship between Big five Personality factors and Social Adjustment among the selected MBA Students.

METHODOLOGY

Since the objective of the present study is to find out the relationship between big five personality factor and social adjustment, it requires adopting survey method of research. Accordingly, a survey was conducted among 200 MBA students in and around of Coimbatore city using simple random sampling method. The data were collected using Big five Personality factor questionnaire adopted from ((adopted from John & Srivastava, 1999)) and Social adjustment questionnaire developed by investigator. The collected data were analyzed using descriptive and correlation statistical methods to find out the results and conclusions. Then the results were given in the following table:

DATA ANALYSIS AND FINDINGS

This paper investigates the relationship between big five personality factor and social adjustment among prospective business executives.

Table – 1: Relationship between Big five Personality Factors and Social Adjustment among the selected MBA students.

Variables	N	Mean	SD	r-value	p-value
Extraversion	200	25.44	3.99	0.75	.294
Social Adjustment		81.00	9.09		
Agreeableness	200	26.43	4.81	.151	.032
Social Adjustment		81.00	9.09		
Conscientiousness	200	27.36	4.41	.282	.000*
Social Adjustment		81.00	9.09		
Neuroticism	200	23.42	4.20	-.050	.480
Social Adjustment		81.00	9.09		
Openness	200	30.11	4.97	.108	.130
Social Adjustment		81.00	9.09		

* Correlation is significant at the 0.01 level (2-tailed).

Table 1 shows the relationship between Big five Personality Factors and Social Adjustment among the selected MBA students. According to the table, there is a significant relationship between the factor Conscientiousness and Social Adjustment only. There is no significant relationship between other four factors like Extraversion, Agreeableness, Neuroticism & Openness and Social Adjustment. Hence, the hypothesis 1 is rejected.

DISCUSSION & CONCLUSION

This study was conducted to identify the personality trait of the MBA students and the relationship of this profile of the social adjustment. The findings of the data analysis revealed that the MBA students are high in Openness (mean = 30.11), Conscientiousness (mean = 27.36), Agreeableness (mean = 26.43), subsequently Extraversion (mean = 25.44), and Neuroticism (mean = 23.42), at medium level. From the

correlation analysis, the result revealed that, Conscientiousness ($r = .282$, $p < 0.01$) have significant relationship with social adjustment. On the other hand, no significant relationship was found between Extraversion ($r = 0.75$, $p > 0.01$), Agreeableness ($r = .151$, $p > 0.01$), Neuroticism ($r = -0.50$, $p > 0.01$), and Openness ($r = .108$, $p > 0.01$) and social adjustment showed a negative relationship. The present study concludes that there is a significant relationship between the factor conscientiousness and Social Adjustment. Seyedeh Maryam Geramian et al., (2012), found that from the five dimensions analyzed only two factors Conscientiousness and Openness to experience have significant relationship with CGPA of the students. This finding is supported by Manisha Saxena, Dharmesh K. Mishra(2015) whose study revealed that Conscientiousness is a good predictor of academic successor performance. Conscientiousness is the only factor speaks volumes about people's integrity and it is heartening to statistically prove that such students will be good academic performers too. This finding is further supported by Buchanan (1998) and Hsieh et al. (2011) found conscientiousness to have a significant positive effect on innovation capability and an important predictor of innovative task performance. Consistent with this findings D.W.Organ (1994) reported that relatively strong and consistent relationship between conscientiousness and organizational citizenship behavior. Finally Imran Ali (2018) who found that conscientiousness is found to be positively related to individual innovativeness and satisfaction with life perceptions. A highly conscientiousness person is more responsible, organized, dependable and persistent.

MANAGERIAL IMPLICATION

The policymakers and Educationist can use the findings of this study to promote social adjustment skill among MBA graduates in the institutions. The curriculum of MBA should introduce soft skill courses that promote personality traits like; extraversion, agreeableness, conscientiousness, neuroticism and openness among students to enhance their social adjustment capabilities. Apart from the regular mode of teaching, the soft skill trainers should assess the personality of the students during the course of study, because the social adjustment of students can be enhanced by understanding their personality traits in a better way.

Limitation of the Study and scope for the further research

The current study was analyzed through data collected from MBA students; the future research may consider data collection from other respondents like Arts, Engineering and Science students, in order to generalize the findings in to universal. The future research can also examine by incorporating some other mediating and psychological variable like emotional intelligence in order to better explain the associations proposed by this study.

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