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**INFLUENCES OF PERSONALITY TRAITS ON  
THE OCCUPATIONAL ROLE STRESS OF PROFESSIONALS: AN EMPIRICAL  
STUDY WITH REFERENCES TO COCHIN, KERALA**

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**Abstract**

Personality traits of individuals might have significant influence on the intensity Occupational Role Stress; it is worthwhile to explore the influence of personality traits on the Occupational Role Stress. This study aims to analyse the influences of personality traits on the occupational role stress of professionals in Cochin, Kerala. The study observed that there exists close association between personality traits of professional and the nature of occupational role stress faced by them. The nature of stress faced by the individual professional like: lack of time available to spend with their families, friends and relatives, high job demand, heavy work load, pre-occupied responsibilities, a feel of stagnation lead to job dissatisfaction. In these stressful situations the professionals feel that the nature of job they do does not suits to their personality and it's ultimately leads to job dissatisfaction, role ambiguity, peer pressure etc. the modern day professional have to realise the fact that, no job in today's competitive environment is free of stress. They have to learn effective stress management practices to overcome both physical and psychological stress level in order to render their job utmost to their capability.

**Key Words: Personality Traits, Occupational Role Stress, Professionals.**

## **Introduction**

Right from time of initiating the globalisation and liberalisation policies in Indian economy, the occupational work system is constantly changing in India. The changing occupational roles threaten the ability of employee or a professional to function efficiently, as the competitive and harsh working environment will bring negative impact on them. These changes lead to emotional outburst i.e., can put an individual in stressful situations. Occupational role stress exists among various occupations inclusive of professionals. Stress can bring undesirable impacts on employees through creating job dissatisfaction. It has been seen that professional are facing severe competitions and work pressure worldwide. Few professionals are able to sustain pressure and others are unable to do so. Management and Psychological experts claim that a continuous pressure leads to dissatisfaction and employee performance. It is generally understood that employees with low degree of occupational stress have more job satisfaction than employees with high occupational stress. Personality traits are mechanisms within the individual that shape how employee reacts in an events and occasions when they are at stress.

## **Statement of Problem**

In generally it is believed that personality is unique character a person has like: their physical appearance, expression of emotional, social status, mental ability and spiritual believes etc. These personality characters of individual determine their behaviour in an organisation, tell the organisation managers where a specific person is suit to their work environment or not. If the person fail fit themselves to organisation needs, they face stress. In short, it can be claimed that personality trait of individual is directly relates to the nature of stress they face in a work place. To establish the prevailing truth i.e., the measure of association between personality trait and occupational role stress, this study is conducted.

## **Review of Literature**

Few reviews of literature considered for the study analysis is briefly summarised in this section.

Subramanian and Vinothkumar (2009) study results revealed negative correlation between hardiness and self- esteem feel of individual. The study also commented that there exist significant correlations with role overload, role ambiguity, low status and strenuous

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working conditions of professionals hailing Coimbatore city. Ozutku and Altindis (2011) study stated that extraversion traits of individuals were negatively linked with work stress, and neuroticism was positively linked with work stress of Turkish health care professionals. Zamir et al. (2014) study commented that personality characteristics of higher education teachers in Pakistan have been positively related with their occupational stress. Sadeghi et al (2016) study found that there exist no association between personality types of teachers in Iran with job stress of teachers and there was just a significant relationship between gender, personality type and the degree of stress.

### **Aim of the Study**

This study aims to analyse the influences of personality traits on the occupational role stress of professionals in Cochin, Kerala.

### **Research Methodology**

The present study is exploratory and descriptive in nature and predominantly makes use of the primary data, which includes both review of literature of past studies and data analysis and interpretations. Study is focused on doctors, engineers, teachers and advocates living in Cochin City in Kerala. The study applied convenient sampling techniques for the effective conduct of this study. A sample 600 professionals were approached for the effective conduct of this study.

### **Research Discussion**

The demographic status of the professional revealed that out of 600 respondents surveyed, 74 per cent of sample respondents were male and rests of the 26 per cent of respondents were female. Majority of the professional were observed to be in their middle age i.e., 30-40 years and 76 per cent of respondents had completed Post Graduation. Further, it was observed that 50 per cent of sample respondents are self-employees.

Personality traits of individuals might have significant influence on the intensity Occupational Role Stress; it is worthwhile to explore the influence of personality traits on the Occupational Role Stress. The dependent variable considered was personality traits of professional and the independent variable:  $X_1$ =My role tends to interfere with my family life,  $X_2$ = I have various other interests (social, religious, etc.) which remain neglected because I do not get time to attend to these,  $X_3$ = My role does not allow me enough time for my family,  $X_4$  = My organizational responsibilities interfere with my extra organizational roles,  $X_5$ = My

family and friends complain that I do not spend time with them due to the heavy demands of my work role, X<sub>6</sub>= I am afraid I am not learning enough in my present role for taking up higher responsibilities, X<sub>7</sub>= I am too preoccupied with my present role responsibilities to be able to prepare for taking up higher responsibilities, X<sub>8</sub>=I do not have time and opportunities to prepare myself for the future challenges of my role, X<sub>9</sub>= There is very little scope for personal growth in my role, X<sub>10</sub>= I feel stagnant in my role, X<sub>11</sub>= I am not able to satisfy the conflicting demands of various people above me, X<sub>12</sub>= I am not able to satisfy the conflicting demands of my peers and juniors, X<sub>13</sub>=I am not able to satisfy the demands of clients and others, since these are conflicting with one another, X<sub>14</sub>= - The expectations of my seniors conflict with those of my juniors, X<sub>15</sub>= I am bothered with the contradictory expectations different people have from my role, X<sub>16</sub>= My role has recently been reduced in importance, X<sub>17</sub>= Many functions that should be a part of my role have been assigned to some other role, X<sub>18</sub>= I would like to take on more responsibility than I am handling at present, X<sub>19</sub>=I can do much more than what I have been assigned, X<sub>20</sub>= I wish I had been given more challenging tasks to do, X<sub>21</sub>= My workload is too heavy, X<sub>22</sub>= The amount of work I have to do interfere with the quality I want to maintain, X<sub>23</sub>= I have been given too much responsibility, X<sub>24</sub>= There is a need to reduce some parts of my role, X<sub>25</sub>= I feel overburdened in my role, X<sub>26</sub>=Other role occupants do not give enough attention and time to my role, X<sub>27</sub>= There is not enough interactions between my role and other roles, X<sub>28</sub>= I wish there was more consultation between my role and other roles, X<sub>29</sub> = There is no evidence of several roles (including mine) being involved in joint problem solving or collaborating for planning action, X<sub>30</sub>= Even when I take the initiative for discussions or help there is not much response from the other roles, X<sub>31</sub>= I do not have adequate knowledge to handle the responsibilities in my role, X<sub>32</sub>= I wish I had more skills to handle the responsibilities of my role, X<sub>33</sub>=I have not had the right training for my role, X<sub>34</sub>= I wish I had prepared myself well for my role, X<sub>35</sub>= I need more training and preparation to be effective my work role, X<sub>36</sub>= I have to do things, in my role, that are against my better judgment, X<sub>37</sub>= I am not able to use my training and expertise in my role, X<sub>38</sub>=The work I do in the organization is not related to my interests, X<sub>39</sub>= If I had full freedom to define my role, I would be doing some things differently from the way I do them now, X<sub>40</sub>= I experience a conflict between my values and what I have to do in my role, X<sub>41</sub>= I am not clear on the scope and responsibilities of my role (job), X<sub>42</sub>= I do not know what the people I work with expect of me, X<sub>43</sub>= Several aspects of my role are vague and unclear, X<sub>44</sub>=My role has not been defined clearly and in detail, X<sub>45</sub>= I am not clear what the priorities are in my role, X<sub>46</sub>= I do not get the information needed to carry out

responsibilities assigned to me, X<sub>47</sub>= I do not get enough resources to be effective in my role, X<sub>48</sub> = I do not have enough people to work with in my role, X<sub>49</sub>= I am rather worried that I lack the necessary facilities needed in my role and X<sub>50</sub>= I wish I had more financial resources for the work assigned to me.

The results of multiple regression analysis indicated that there exists close association between personality traits of professional and the nature of occupational role stress faced by them.

**TABLE: 1**  
**MULTIPE REGRESSION MODEL SUMMARY**  
**ASSOCIATION BETWEEN PERSONALITY TRAITS OF PROFESSIONAL**  
**(EXTRAVERSION) AND THE NATURE OF OCCUPATIONAL STRESS FACED BY**  
**THEM**

Variables	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	SE	F Value	Sig
Extraversion	.646	.417	.364	.261205	7.845	.000
Agreeableness	.507	.257	.190	.2867282	3.802	.000
Conscientiousness	.539	.291	.226	.2659439	4.504	.000
Neuroticism	.499	.249	.181	.289726	3.641	.000
Openness	.535	.287	.222	.2978070	4.412	.000

Level of Significance: 5 per cent

It has been revealed from the above analysis that F ratio (7.845, 3.802, 4.504, 3.641 and 4.412) is statistically significant at 5 per cent level. This indicates the entire regression is significant, it establishes only 64.60, 50.70, 53.90, 49.90 and 53.50 per cent relationship between the variables tested. From the above table it seen that the coefficient of correlation (R) value .646, .507, .539, .499 and .535 which describe good relationship between variables and the coefficient of determinant (R<sup>2</sup>) .417, .257, .291, .249 and .287 value establish significant association between the fifty variables tested. Multiple Regression Analysis indicated out of fifty variables tested, forty four variables were found to be significant.

### **Findings and Implications of the Study**

The study observed that there exists close exists close association between personality traits of professional and the nature of occupational role stress faced by them. The nature of stress faced by the individual professional like: lack of time available to spend with their families, friends and relatives, high job demand, heavy work load, pre-occupied responsibilities, a feel of stagnation lead to job dissatisfaction. In these stressful situations the professionals feel that the nature of job they do does not suits to their personality and it's ultimately leads to job dissatisfaction, role ambiguity, peer pressure etc. the modern day professional have to realise the fact that, no job in today's competitive environment is free of

stress. They have to learn effective stress management practices to overcome both physical and psychological stress level in order to render their job utmost to their capability.

## **Conclusion**

From the above discussion it has been understood that personality trait of individuals significantly influences their stress level. The professional are observed to be sensitive to their family and their relationship with work place and colleagues. Only through effective stress coping practices the professionals can overcome their stress.

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