



COMPARATIVE STUDY OF PERSONALITY AND ACHIEVEMENT MOTIVATION AMONG COMPETITIVE EXAMINEES

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Abstract

The present study on personality and achievement motivation competitive examinees was conducted to find out the relationship between five personality factors and achievement motivation of fresher's and experienced candidates who are preparing for competitive exams. Conventional sampling method was used to collect the data. Sample of 200(100fresher's and & 100 experienced) examinees who are preparing for competitive examinations were administrated NEN-FFI (McCrae & Costa 1992) and Achievement motivation by (Bhargava , 1994). Data was analyzed by SPSS .18. To study the differences'' test was used. Findings show that there were no any significant differences on five personality traits and achievement motivation among fresher's and experienced competitive examinees.

Keywords: Personality , Achievement ,Motivation

Objectives

1. To study the personality among competitive examinees.
2. To study the achievement motivation among competitive examinees.
3. To study the differences in personality and achievement motivation among competitive examinees.

Introduction

A competitive exam is an examination where candidates are ranked according to their grades, marks and select for certain posts or jobs. Then the first few candidates who performed well were selected for post the others are rejected. Competitive examinations are considered an egalitarian way of choosing worthy applicants without risking influence peddling, bias or other concerns.

This high level competition for marks, grades and post does affect on their personality and level of achievement motivation to achieve their goal. Continuous failure in examinations or interviews causes inferiority complex in them. But these competitive examinations are able to sustain their motivation to achieve their dream goal. Similarly their personality gets connected with new knowledge and information which helps them to continue their study.

Personality

Personality term is used in our daily life. Generally, the individual or any person / fitness, attitude, intelligence, emotions etc. having we called us as a “personality”. As we say “First impression is the Last Impression”

The term “personality” its literal meaning is derived from the Latin word “persona”, the mask used by actor in the Roman theatre for changing their facial make up. After putting on the mask, audience expected the person to perform a role in a particular manner. “Personality” is a set of individual differences, individual values, attitudes, personal memories, social relationships, habits and skills. Different personality theorists present their own definitions of word based on their theoretical positions.

Achievement Motivation:-

The word motivation like the word emotion comes from the Latin root meaning “to move” and the psychology of motivation is study of what moves us. I.e. what we do and what we do.

The process of persistent behaviour directed towards a specific goal, which results from certain driving force is called motivation. There are two types of motivation namely, biological and psychosocial motivation. Motivation refers to process within the person that causes organism to move toward a goal or away from an unpleasant situation. People are conscious creatures who think and plan ahead, set goals for themselves and plot strategies to reach those goals. [M.C. Sweeny and Swindle, 1999]

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The Present Study

The present study was conducted on MPSC, UPSC aspirants. In terms of their personality and achievement motivation.

Statement of the Problem

To compare the personality traits and achievement motivation among competitive examinees.

Hypothesis

Following hypotheses were formed on the basis of review of literature and understanding of the concepts.

- 1.Experienced examinees will be higher on neuroticism than fresher's examinee.
- 2.There will be no differences on extroversion among fresher's and experiences competitive examinees.
- 3.Experienced examinees will be higher on openness to experience than fresher's examinees
- 4.There will be no differences on agreeableness among fresher's and experiences competitive examinees.
- 5.There will be no differences on conscientiousness among fresher's and experiences competitive examinees.
- 6.There will be no differences on achievement motivation among fresher's and experienced examinees.

Result

Descriptive Statistics and Differences ("t" value)

TABLE 1:

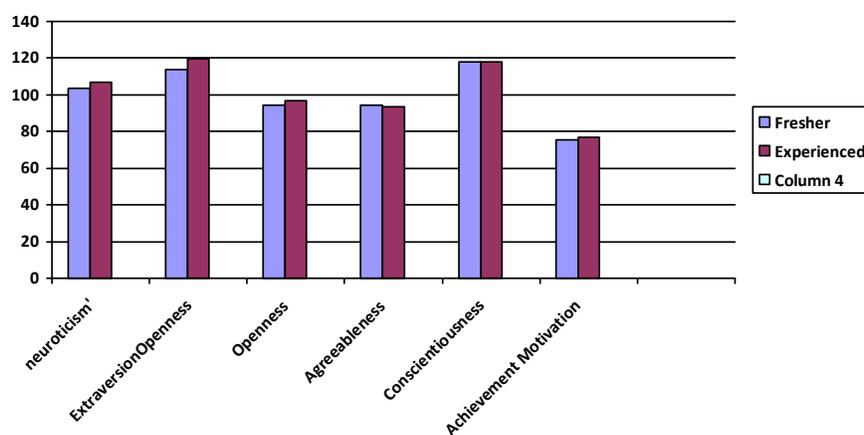
Shows Mean, Standard deviation and t value on personality factors and achievement motivation among fresher and experienced candidates of competitive examination. N= 200.

Variable	Category	Mean	Std. Deviation	t	Df
Neuroticism	Fresher	103.84	21.08	2.548	192
	Experienced	107.04	13.06		
Extraversion	Fresher	113.76	16.72	5.624	192
	Experienced	119.84	13.68		

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To	Openness	Fresher	94.4	21.96	1.548	192
	Experience	Experienced	96.64	18.84		
	Agreeableness	Fresher	94.56	21	0.984	192
		Experienced	93.28	15.28		
	Conscientiousness	Fresher	117.92	16.96	0.132	192
		Experienced	117.76	17.04		
	Achievement Motivation	Fresher	75.68	15.24	1.26	192
		Experienced	76.96	13.36		



Above table shows the Mean, Standard deviation and t value on personality factors and achievement motivation among fresher and experienced candidates of competitive examination. On neuroticism mean of fresher $M=103.84$ and $SD=21.08$, whereas experienced candidates mean is $M=107.04$, $SD=13.06$, 't' value is= 2.548 As calculated 't' value is not significant suggesting that there is no significant differences among fresher and experienced candidates of competitive examination on neuroticism. Here hypotheses no 1 stated that, experienced examinees will be higher on neuroticism than fresher's examinees is *rejected*.

On extraversion mean of fresher $M=113.76$ and $SD=16.72$, whereas experienced candidates mean is $M=119.84$, $SD=13.68$, 't' value is= 5.624. Calculated 't' value is not

significant hence hypotheses no 2 stated that , There will be no differences on extroversion among fresher's and experiences competitive examinees is *accepted*.

On openness to experience mean of fresher $M=94.04$ and $SD=21.96$, whereas experienced candidates mean is $M=96.64$, $SD=18.84$, 't' value is $=1.548$. Here obtained t value is not significant hence hypotheses no 3 stated that, experienced examinees will be higher on openness to experience than fresher's examinees is *rejected*.

On agreeableness mean of fresher $M= 94.56$ and $SD= 21$, whereas experienced candidates mean is $M=93.28$, $SD=15.28$, 't' value is $= 0.984$. As calculated 't' value is not significant. This means there are no differences among fresher and experienced candidates of competitive examination on agreeableness. Here hypothesis no 4 stated that , There will be no differences on agreeableness among fresher's and experiences competitive examinees is accepted.

On conscientiousness mean of fresher $M= 117.92$ and $SD=16.96$, whereas experienced candidates mean is $M=117.76$, $SD=17.04$, 't' value is $= 0.132$.As calculated 't' value is not significant hypothesis no 5 stated that, there will be no differences on conscientiousness among fresher's and experiences competitive examinees is *accepted*.

On achievement motivation mean of fresher $M= 75.68$ and $SD= 15.24$, whereas experienced candidates mean is $M=76.96$, $SD=13.36$, 't' value is $= 1.26$. As calculated 't' value is not significant hypothesis no 6 stated that, there will be no differences on achievement motivation among fresher's and experienced examinees is *accepted*.

Conclusion

This study shows the difference on five personality factor and achievement motivation among competitive examinees. In that after the all this methods statistical analysis we conclude that there is no any significant difference in personality and achievement motivation among competitive examinees. So finally we conclude that the third hypothesis is proved, which was there is no significant difference among fresher's and experienced.

Limitations

Sample size was partially small ($N=200$).

sample was conducted from Ahmednagar city.

In this we use comparative technique but we also apply these variables for finding correlation among them.

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