

AN EMPIRICAL STUDY ON IMPACT OF EMPLOYEE PERSONALITY ON MOTIVATION AND ORGANIZATIONAL BEHAVIOUR

Abstract

Personality is the distinguishing outlines of opinions, approaches, and attitude that make an individual unique. The combination of individual nature and qualities that made human personality. It is the process of motivating individuals to movements to achieve the goals. Organizational behavior defines how individuals are work together with each other in a company. The objective of the paper is to know the Impact of employee Personality on Motivation and Organizational Behavior. The study also gone through the theoretical review on the present study. For the preset study primary and secondary date are used. 25 questionnaire are used for the present study. Convenience sampling method has been used for collecting date. To meet the minimum sample 240 questionnaire was forwarded through online. Out of 240 samples 200 is useful So The sample size is 200 only. To fulfill the study objective statistical tolls like frequency, regression analysis is used. The research results show that there is positive impact of human resource personality on motivation and organizational behavior.

Keywords: Employee Personality Organizational behaviour; Motivation.

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I. INTRODUCTION

Personality denotes to the mixture of a person's physiognomies that make them exclusive and of a individual character, and it forms the basis for individual variances among organizational members. There are basically no two human beings who are similar in all aspects. (Barrick et al., 2013) argue that even when their physical expression may be same, people tend to differ in their personality. One of the major concerns that the human resources office still grapples within modern-day organizations is inducing and subsidiary workers' motivation. In trying to achieve this objective, it becomes relevant that they establish the relationship between personality with motivation and to what extent the former impact the latter. This paper pursues to create this and further examine it in the context of personality and individual variances in impacting organizational behaviour at large.

II. REVIEW OF LITERATURE

Personality has been lengthily investigated and maximum researchers have establish a robust association among employee personality and motivation. (Fleeson 2015), consider some of the maximum protuberant concepts used in this regard to be the traits theory, psychoanalytic, humanistic,. This theory asserts that people exude different types of personalities based on traits that are inherently in them. Several scholars have made an attempt to explain the working of this theory. One of them is Gordon All port, as he claims that these traits are categorized into three groups namely cardinal, central, and secondary traits (Anderson, 2015).(Dinger et al. 2015), argue that the traits theory and all its approaches are closely related to motivation at the workplace. With respect to (Lee, 2016), this notion is squarely envisaged in Vroom's Expectancy theory, which suggests that the motivation of an employee and their ultimate performance is affected by personality among other factors such as experience, skills, and abilities.

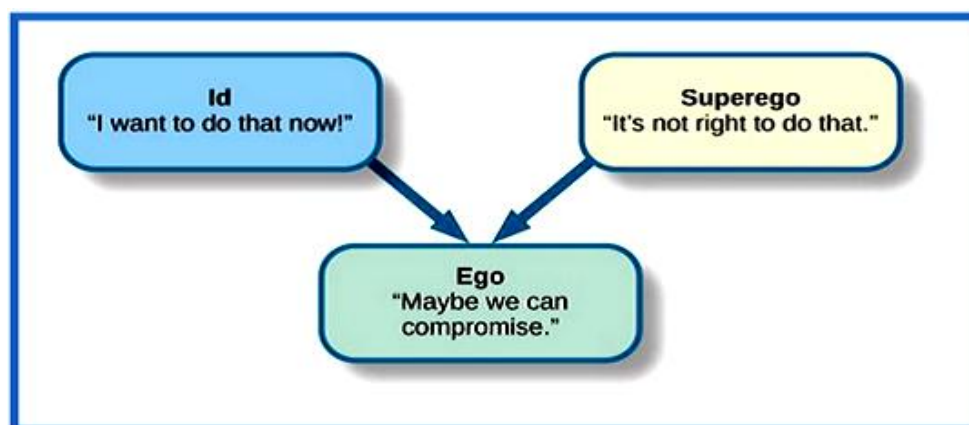


Figure 1: Lumen Learning.

This notion is consistent with the research compiled by (Avery, 2011), which opines that valence is the central tenet that comes into question whenever personality is linked with motivation. (Barrick , 2013) observes that an organization with a homogenous set of personality tends to be resistant to other personalities, and, therefore less tolerant to them. Additionally, the source argues that an organization with diversity in their personalities will

constantly be in conflicts in the short run. (Avery, 2011) opines that this trend ensues because members have to learn how to co-exist with others. Individual differences manifest from the differences in the levels of these three dimensions of personality in a person (Mc Cann, 2015) (Figure 1).

(Sherman et al. 2015), particularly argue that one’s personality essentially depends on the person-situation rather than trait-state (Figure 2).

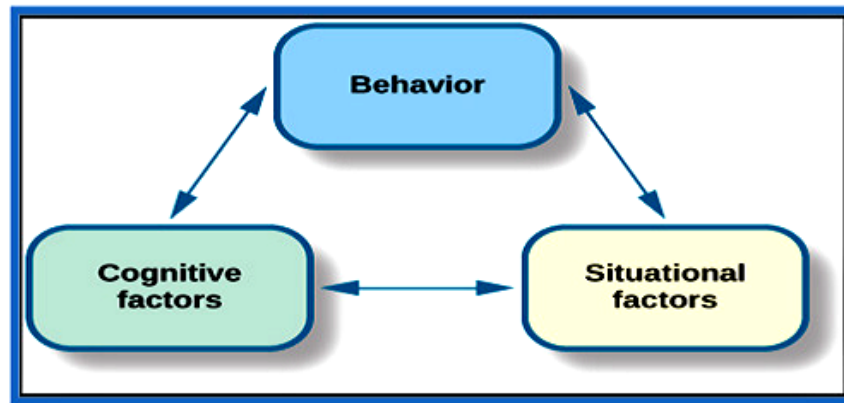
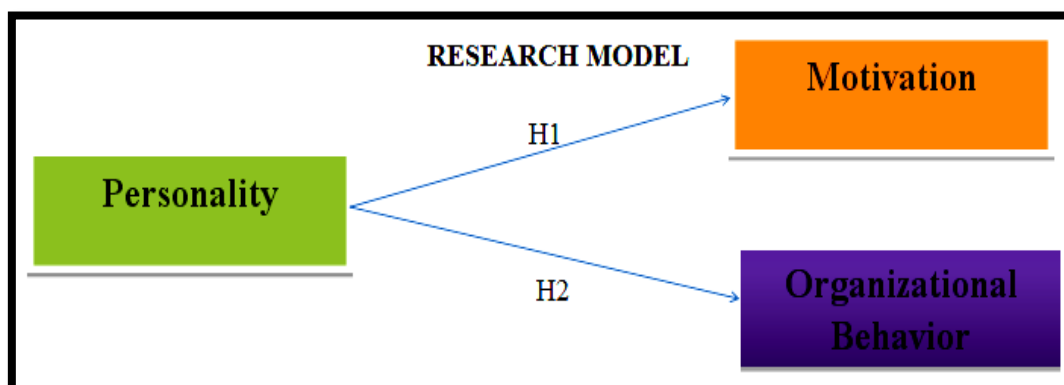


Figure 2: Lumen Learning 2012.

III. STATEMENT OF THE PROBLEM

From the review of literature it is came to know that personality play vital role in any company to motivate employee and facilitate healthy and moderate climate to achieve the organization mission and vision. There is few studies conducted research on manufacturing and trading organization etc. There are very few studies in software organization especially in Andhra and telangana. Hence the researcher selects the research title “An empirical study on Impact of employee Personality on Motivation and Organizational Behavior”



The present study focus on an empirical study on Impact of employee Personality on Motivation and Organizational Behavior: a study in software companies in Andhra Pradesh and telangana. The respondent of the present study is software employees in different MNCs located in both states. Convenience sampling techniques is used for the present study. To meet the minimum sample 240 questionnaire was forwarded through online. Out of 240

samples 200 is useful so the sample size is 200 only. To fulfill the study objective statistical tolls like frequency, regression analysis **were** applied with the assistance of SPSS 24.0 for data analysis and interpretation. For the questionnaires five-point Liker-type scale (Here, 1= highly dissatisfied, to 5= highly satisfied) and tested with Reliability.

IV. OBJECTIVE

The objective of the study is to know the Impact of employee Personality on Motivation and Organizational Behavior.

V. HYPOTHESIS

1. **H1:** Employee personality significantly impact on employee motivation and organization behaviour.
2. **H2:** Employee personality significantly impact on organization behaviour.

Table 1: Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.915	.924	19

From the above table-1 it shows that there is reliability in total 19 items, because its alpha value is more that 0.7 (Hair et al 2010).

VI. DATA ANALYSIS AND INTERPRETATION

Table 2: Demographic Socio Economic Details of Respondents

Demographic Factors	Attributes	Frequency	Percentage
Sex	Female	80	40
	Male	120	60
	Total	200	100.00
Age	Below 30	90	45
	31 years-40 years	60	30
	41-50	40	20
	51 Above	10	05
	Total	200	100.00
Qualification	Degree	160	80
	P.G	30	15
	Others	10	05
	Total	200	100.00
Occupation	Software consultant	120	60
	Software associate	50	25
	Team lead	20	10
	Others	10	05
	Total	200	100.00
Income	Below 40000	60	30
	41000-80000	90	45
	81000-100000	40	20
	Above 1 Lacks	10	05
	Total	200	100.00
How many years of experience	Less than 5 years	130	65
	6 years -10 years	60	30
	Above 11 years	10	05
	Total	200	100.00

Demographic, Socio Economic details of respondents showed in table -2, Most of the respondent years of experience is less than 5 years. Majority of the respondents have income 40000-80000 at (45%), below 40000 at (30%),81000-100000 at (20%) and above 1 Lacks is (10%). Majority of the respondents Occupation is Software consultant and followed by others. Most of the target population qualification were graduate(80%), post-graduate (15%),Others (0.5%).the targeted population respondents are in the age group of below 30 years (45%) between 31-40 (30%). 41-45 years (20%), and below 51 (0.5%).Majority of respondents were males (60%) and (40%) are female.

H1: Employee personality significantly impact on employee motivation and organization behaviour.

Impact of Employee personality significantly impact on employee motivation

Table 3.1 a: Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.886 ^a	.711	.712	.3801
a. Predictors: (Constant Personality)				

Table 3.2 b: ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	123.001	2	41.251	191.88	.000 ^b
	Residual	63.930	198	.401		
	Total	186.931	200			
a. Dependent Variable: MV -Motivation						
b. Predictors: (Constant)PN- Personality						

Table 3.3 c: Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.422	.046		8.411	.000
	PN	.881	.024	.818	44.118	.000
a. Dependent Variable: MV						

Table 3.1a portrays the Model Summary for the Regression output in measuring the relationship between personality as independent variables and motivation as dependent variable. R square is .711. So, it can be interpreted that 71 percent of variance is predicted in the dependent variable, motivation. ANOVA results are presented in table 3.24b. The results showed that the p value is less than the critical value. Hence, it can be inferred that the regression model is statistically significant. The hypotheses in the model H₁ is accepted as the p value is less than the critical value.

H2: Employee personality significantly impact on organization behaviour.

Impact of Employee personality significantly impact on employee organization behavior

Table 4.1 a: Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.901 ^a	.844	.799	.4001
a. Predictors: Constant Personality				

Table 4.2 b: ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	123.001	2	42.001	198.11	.000 ^b
	Residual	63.930	198	.418		
	Total	186.931	200			
a. Dependent Variable: OB - Organization Behaviour						
b. Predictors: (Constant)PN (Personality)						

Table 4.3 c: Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.441	.048		8.462	.000
	PN	.891	.026	.841	46.224	.000
a. Dependent Variable: MV						

Table 4.1a portrays the Model Summary for the Regression output in measuring the relationship between personality and organization behaviour. R square is .844. So, it can be interpreted that 84.4 percent of variance is predicted in the dependent variable, motivation. ANOVA results are presented in table 4.3b. The results showed that the p value is less than the critical value. Hence, it can be incidental that the regression model is statistically significant. The hypotheses in the model H₂ is accepted as the p value is less than the critical value.

VII. FINDINGS

1. Most of the respondent years of experience is less than 5 years. Majority of the respondents have income 40000-80000 at (45%), Majority of the respondents Occupation is Software consultant Most of the target population qualification were graduate (80%), Majority of respondents were males (60%)
2. The regression model is statistically significant. The hypotheses in the model H₁ is accepted as the p value is less than the critical value.

3. The regression model is statistically significant. The hypotheses in the model H_2 is accepted as the p value is less than the critical value.

VIII. CONCLUSION

Personality play vital role in any company to motivate employee and facilitate healthy and moderate climate to achieve the organization mission and vision. From the above study it is crystal clear that personality is significant influence on motivation and organizational behaviour. So the organization ant reach their goals employee personality play significant role.

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