PERSONALITY FACTOR IN RELATION TO WORK ATTITUDES OF PROFESSIONAL WORKING IN INDIAN AVIATION INDUSTRY

An Abstract

Presented to the Faculty of Business Studies of the PUNJABI UNIVERSITY
In fulfillment of the requirements for the Degree of

DOCTOR OF PHILOSOPHY
IN
BUSINESS MANAGEMENT

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SCHOOL OF MANAGEMENT STUDIERS PUNJABI UNIVERSITY, PATIALA JUNE, 2014
Abstract

Managing human capital is one of the major challenges presently facing organisations. Around the world, more and more organizations are realizing that competitive advantage can be successfully derived from how their people handle themselves at workplace. Subsequently, it becomes imperative to identify the factors influencing workforce satisfaction & work performance. Personality happen to be one of the major psychological factors affecting human behaviour at work. The purpose of the present study was to examine the role of personality traits in predicting work attitudes, work family conflict and occupational stress among professionals working in Indian Aviation Industry. Further the study aimed at appraising the differences in personalites and work attitudes of male and female aviation working professionals. The sample of the study consisted of 254 professionals working in Indian Aviation Industry. The results revealed that Personality trait- extraversion significantly predicted variation in job satisfaction while conscientiousness was found to be inversely related to job involvement. Four out of five Big-Five traits significantly predicted variance in organisational commitment. Also Personality was found to significantly predict variance in work-family conflict and occupational stress. Further significant differences were found between males and females on personality, job satisfaction, continuous commitment and work to family dimension of work family conflict. Also significant differences were observed between professionals working in different companies on personality, work attitudes, work family conflict and occupational stress. Finally a model showing the interrelationships between all workplace variables used in the study has been presented which will aid in better management of human assets in Aviation Industry. The results of the study provide a promising insight into the role of personality in the work place which could facilitate selection criteria so as to match right people to right jobs in this inimitable industry.

Key words: Aviation, Big-Five Traits, Personality, Professional, Work Attitudes.