PERSONALITY TRAITS, VOCATIONAL INTERESTS AND CAREER MATURITY: A CORRELATIONAL STUDY

ABSTRACT

The research carried out for this thesis dealt with the exploration of the relationship between ‘personality traits and vocational interests’ and ‘personality traits and career maturity (CM)’. This was basic associational or correlational study and no causal exploration intended. The participants available for this study were 425 (male 304 + female 121) students of some of the branches of engineering college in Jalna city of Marathwada region of the Maharashtra state. The age of the students ranged from 16 to 26 years with mean of 19.68 years and SD of 1.824. Valid and reliable psychological tools were used to collect the data. To measure the personality traits of the participants the Indian adaptation of Cattell’s 16 Personality Factors Questionnaire (16PF) form C was used. To cover a wide range of vocational interest areas two interest records were used: 1) ‘Vocational Interest Record’ (VIR) by S.P. Kulshreshta and 2) ‘Career Preference Record’ (CPR) by Bhargava V. & Bhargava R. The career maturity was assessed with the Indian Adaption of Crites’ Career Maturity Inventory (CMI) by Dr. Nirmala Gupta. The data was analyzed using descriptive statistics and Person’s correlation coefficients. To identify the significant personality predictors of vocational interests and career maturity step-wise multiple regressing technique was employed. The results of the correlational and step-wise multiple regression analysis indicated weak but statistically significant relationship between personality traits and vocational interests and a moderate relationship existed between personality and career maturity. Following conclusions could be made for the relationship between personality traits and vocational interest areas from VIR and CPR:

(1) Personality traits that correlated significantly with Literary (L) interest area for the whole sample were Warmth (A-), Impulsivity (F+), Group conformity (G+), Suspiciousness (L-) and Imagination (M+). Among these Group conformity, Warmth, Impulsivity and Suspiciousness emerged as the significant predictors of Literary interests. For male students Group conformity (G+), Suspiciousness (L-), Imagination (M+) and Compulsivity (perfectionism) (Q3+) with Warmth (A) (significant predictor) were the significant personality correlates and for female students only one personality trait of Group conformity (G+) significantly correlated with Literary (L) interests.

(2) Personality traits that correlated significantly with Scientific (Sc) interest area for the whole sample were Group conformity (rule-conscious) (G+), Imagination (M+),
Rebelliousness (open to change) (Q1+) and Compulsivity (Q3+). Among these Group conformity alone predicted Scientific interests significantly. For males Group conformity (rule-consciousness+) and Rebelliousness (radicalism / open to change+) correlated significantly and Group conformity was the single significant predictor of Scientific interests and for females no personality trait correlated significantly with Scientific (Sc) interests.

(3) Personality traits that correlated significantly with Executive (E) interest area for the whole sample were Group conformity (G+), Tender-mindedness (I-), and Compulsivity (perfectionism) (Q3+) with Tender-mindedness and Boldness (H) being significant predictors. For males Tender-mindedness (I-) correlated significantly and it was the sole significant predictor of the Executive interests. For females personality traits that correlated significantly were Compulsivity, Impulsivity, and Group conformity and traits of Compulsivity and Impulsivity were the significant predictor of Executive interests.

(4) Personality traits that correlated significantly with Commercial (C) interest area for the whole sample was Guilt proneness (apprehension) (O+) being statistically significant predictor. For males Intelligence (B-) correlated significantly and it was the single significant predictor of Commercial interests. For females no personality trait correlated significantly with Commercial interests.

(5) Personality traits that correlated significantly with Artistic (A) interest area for the whole sample were Group conformity (G+), Imagination (M+), and Rebelliousness (Q1+) and among these Group conformity and Imagination predicted Artistic interests significantly. For males personality traits that correlated significantly with Artistic interests in decreasing order of correlation coefficients were Imagination, Group conformity and Rebelliousness and Imagination was the significant predictor. For females no personality trait correlated significantly with Artistic interests.

(6) Personality traits that correlated significantly with Agricultural (Ag) interest area for the whole sample were Ego-strength (emotional stability) (C+) and Suspiciousness (vigilance / trust) (L-) and Ego-strength was the statistically significant predictor. For males Suspiciousness (L+) correlated significantly and it predicted interest in Agricultural interests. For females Impulsivity (Liveliness) (F+) correlated significantly and it was the significant predictor of Agricultural interests.

(7) Personality traits that correlated significantly with Social (S) interest area for the whole sample were Group conformity (G+), Rebelliousness (Q1+), Impulsivity (F), Intelligence (B+), and also Shrewdness (N-), Self-sufficiency (Q2-), Suspiciousness (L-) and Dominance (E-). Among these Group conformity, Suspiciousness, Dominance, and Self-sufficiency were the significant predictors of Social interests. For males, Group conformity correlated significantly and with it Suspiciousness significantly predicted Social interests. For females, personality traits that correlated significantly with Social interest area were Intelligence (B+), Impulsivity (F+) and
Group conformity (G+) and Intelligence and Impulsivity emerged as the significant personality predictors.

(8) Personality traits that correlated significantly with Household (H) interest area for the whole sample were Dominance (E-) and Suspiciousness (L-) and with these Group conformity also emerged as the significant predictor of Household interests. For males Suspiciousness (L-) correlated significantly and predicted Household interests. For females no personality trait correlated significantly with Household interest area.

(9) No personality traits correlated significantly with Constructive (Co) interest area for the whole sample and for the male and female students in the sample.

(10) No personality traits correlated significantly with Persuasive (P) interest area for the whole sample and for the males in the sample but for females Group conformity (G+) and Impulsivity (F+) correlated significantly and Group conformity and Rebelliousness (Q1) predicted Persuasive interests significantly.

Following conclusions were drawn for the relationship between personality traits and vocational interest areas from Career preference Record (CPR).

(11) Personality trait that correlated significantly with Mass Media & Journalism (MMj) interest area for the whole sample and for the males in the sample was Group conformity (G+) and it was the significant predictor of MMj. For females no personality trait correlated significantly with MMj interests.

(12) Personality traits that correlated significantly with Artistic & Designing (AD) interest area for the whole sample were Dominance (E-), and Rebelliousness (radicalism / open to change) (Q1+) and these traits were the significant predictors. For males only Rebelliousness correlated and it was the significant predictor of interests in Artistic and Designing area. For females no personality trait correlated significantly with Artistic & Designing (AD) interest area.

(13) Personality trait that correlated significantly with Science & Technology (ScT) interest area for the whole sample were Group-conformity (G+), Tender-mindedness (I-), and Ego-strength (emotional stability) (C+) and Group conformity and Tender-mindedness emerged as the significant predictors. For males no personality trait correlated significantly. For females Ego-strength (emotional stability) (C+) and Impulsivity (liveliness) (F+) correlated significantly with ScT interests and Impulsivity was the significant predictor.

(14) Personality traits that correlated significantly with Medical (M) interest area for the whole sample were Impulsivity (Liveliness) (F+) and Suspiciousness (vigilance) (L-) and these traits predicted Medical interests significantly. For males only Suspiciousness correlated significantly and for females no personality traits correlated significantly with Medical interest area.
(15) Personality traits that correlated significantly with Defense (D) interest area for the whole sample were Tender-mindedness (I-), Ego-strength (emotional stability (C+)) and Group conformity (G+) these trait significantly predicted interest in Defense area. For males Tender-mindedness (I-) and Intelligence (B+) correlated significantly and were the significant predictors. For females no personality trait correlated significantly with the Defense interest area.

(16) Personality trait that correlated significantly with Law & Order (LO) interest area for the whole sample and for males was Tender-mindedness (I-) being significant predictor. For females Group conformity (G+) and Intelligence (B+) correlated significantly with Law & Order interests and Group conformity was the significant predictor.

(17) No personality traits correlated significantly with Educational (E) interests for the whole sample. For males Intelligence (B) correlated negatively and for females it correlated positively with Educational interests.

(18) No personality traits correlated significantly with Agricultural (AG) interest area for the whole sample and for females in the sample but, for males the trait of Dominance (E-) correlated significantly and predicted Agricultural interests significantly.

(19) No personality traits correlated significantly with Commerce & Management (CM) and Tourism & Hospitality (TH) interest areas for the whole sample and for the male and female students in the sample.

Following conclusions could be drawn for the relationship between personality traits and career maturity variables.

(1) Overall it could be concluded that the correlation coefficients obtained for the relationship between personality traits and career maturity were comparatively more meaningful than for the relationship between personality and vocational interests. Personality traits predicted career maturity in a better manner than vocational interest. Many substantial relationships between personality traits and career maturity were discovered for females than for males or whole for whole sample.

(2) Personality traits that correlated significantly with Attitudinal Career Maturity or Career Choice Attitude component of CM for the whole sample were Ego-strength (C+), Boldness (H+), Guilt-proneness (O-), Compulsivity (Q3+), Group conformity (G+), and Rebelliousness (Q1+) and the significant personality predictors of Attitudinal CM were Compulsivity, Guilt-proneness, and Boldness. For male students the significant personality correlates of Attitudinal CM were Compulsivity (Q3+), Guilt-proneness (O-), Boldness (H+), and Group conformity (G+) and Ego-strength (emotional stability) (C+) and the significant personality predictors were Compulsivity and Guilt-proneness. For female students the significant personality
correlates were Compulsivity (Q₃+), Ego-strength (C+), Warmth (A+), Shrewdness (N-), and Boldness (H+) and the significant personality predictors were Compulsivity, Ego-strength, Anxiety (Tension) (Q₄+), warmth, and Group conformity.

(3) Personality traits that correlated significantly with Self-appraisal (SA) competency for the whole sample were Compulsivity (Q₃+) and Intelligence (B+) and the significant personality predictor was Compulsivity. For males no personality trait correlated significantly with SA. For females, the significant personality correlate and predictor of SA was Impulsivity (F+).

(4) Personality traits that correlated significantly with Occupational Information (OI) competency for the whole sample were Warmth (A+), and Intelligence (B+) (also Self-sufficiency (Q₂+) and Anxiety (tension) (Q₄-)) and the significant personality predictors were Warmth and Anxiety (tension). For males the significant personality correlate and predictor of OI was Impulsivity. For females the significant personality correlate and predictor of OI was warmth.

(5) Personality traits that correlated significantly with Goal Selection (GS) competency for the whole sample were Warmth (A+), Intelligence (B+), and Compulsivity (Q₃+) and the significant personality predictors were Warmth and Intelligence. For males the significant personality correlates and predictors of GS were Tender-mindedness (I+) and Warmth (A+). For females the significant personality correlates of GS were Warmth (A+), Compulsivity (Q₃+), and Impulsivity (F+) and the significant personality predictors were Warmth, Tender-mindedness and Intelligence.

(6) Personality traits that correlated significantly with Planning (PL) competency for the whole sample were Warmth (A+), Intelligence (B+), Tender-mindedness (I+), and Compulsivity (Q₃+) and the significant personality predictors were Tender-mindedness, Compulsivity and Intelligence. For males the significant personality correlates of PL were Tender-mindedness (I+), Compulsivity (Q₃+), and Impulsivity (F-) and the significant personality predictors were tender-mindedness, Compulsivity, Impulsivity and Dominance (E+). For females the significant personality correlates of PL were Warmth (A+), Compulsivity (Q₃+), and Intelligence (B+) and the significant personality predictor was Warmth.

(7) Personality traits that correlated significantly with Problem Solving (PS) competency for the whole sample were Rebelliousness (radicalism / open to change) (Q₁+), and Tender-mindedness (I+) and these two were the significant predictors also. For males no personality trait correlated statistically significantly with PS (but tender-mindedness (I+) and Self-sufficiency (Q₂+) showed some association). For females the significant personality correlates of PS were Warmth (A+) and Shrewdness (N-) and predictor was Warmth.
(8) Personality traits that correlated significantly with **Total Competency** for the whole sample were Warmth (A+), Compulsivity (Q₃+), Intelligence (B+), and Tender-mindedness (I+) and these four were the significant personality predictors also. For males the significant personality correlates and predictors of Total Competency were Tender-mindedness (I+), and Compulsivity (Q₃+). For females the significant personality correlates of Total Competency were Warmth (A+), Intelligence (B+), and Compulsivity (Q₃+) and the significant personality predictors were Warmth and Intelligence.

(9) Personality traits that correlated significantly with **Overall Career Maturity** (attitude + competency) for the whole sample were Compulsivity (Q₃+), Warmth (A+), Boldness (H+), Intelligence (B+), Rebelliousness (Q₁+), and Shrewdness (N-) and the significant personality predictors were Compulsivity, Tender-mindedness (I+), and Intelligence. For males the significant personality correlates of Overall CM were Compulsivity (Q₃+), Guilt-proneness (O-), Tender-mindedness (I+), and Rebelliousness (Q₁+) and predictors were Compulsivity and Tender-mindedness. For females the significant personality correlates of Overall CM were Warmth (A+), Compulsivity (Q₃+), Shrewdness (N-), Ego-strength (C+), Impulsivity (F+), and Intelligence (B+) and the significant personality predictors were Warmth, Compulsivity and Shrewdness.