

# Personality Traits: A Comparative Study of Civil Servants of Nepal

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**Abstract** -This quantitative study aims to comparison the big five personality traits between the below and above 40 years age of Nepalese civil service employees. A survey was conducted with a sample of 300 government employees in Nepal, questions were centered in the big five personality traits like; Openness, Conscientiousness, Extraversion, Agreeableness and Neuroticism. The result of study indicated that except Neuroticism traits all others traits exhibited higher within the below 40 years age civil service employees of Nepal and except Neuroticism all other 4 personality traits exhibited lower within the above 40 years age's civil service employees of Nepal.

**Keywords** - *Personality, Civil service, employee, Nepal, Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism.*

## I. INTRODUCTION

"Personality" is a dynamic and organized set of characteristics possessed by a person that uniquely influences their environment, cognitions, emotions, motivations, and behavioral science in various situations. Personality also refers to the pattern of thoughts, feelings, social adjustments, and behaviors consistently exhibited over time that strongly influences one's expectations, self-perceptions, values, and attitudes. It also predicts human reactions to other people, problems, and stress (Winnie & Gittinger ; 1973).

In psychology, the Big Five personality traits are five broad domains or dimensions of personality that are used to describe human personality. The theory based on the Big Five factors is called the five-factor model (Winnie & Gittinger; 1973). The five factors are openness, conscientiousness, extraversion, agreeableness, and neuroticism. Acronyms commonly used to refer to the five traits collectively are OCEAN, NEOAC, or CANOE. Beneath each global factor, a cluster of correlated and more specific primary factors are found; for example, extraversion includes such related qualities as gregariousness, assertiveness, excitement seeking, warmth, activity, and positive emotions (Kraus Kopf, & Saunders; 1994).

There are two different ways of classifying personality changes over a lifetime (Funder, David, 2010). A rank-order change refers to a change in an individual's personality trait relative to other individuals. Researchers measure if the rankings change at different time points. In terms of personality, a rank-order change does not occur very often. A mean-level change refers to an absolute change in the

individual's level of a certain trait over time. Longitudinal research shows that mean-level change does occur.

## II. LITERATURE REVIEW

Our study confirms the significant positive association of neuroticism and trait emotional intelligence with intentional to leave and partially supported relationship between conscientiousness and intention to leave whereas did not confirm any significant association of other aspect of personality like extraversion, agreeableness and openness with intention to leave the organization. Along with some limitations, results of study can be utilized in hiring practices and high level of retention can be achieved through it. (Singhet.all;2014).

In general, the present research supported the notion that older and long-term tenured executives demonstrate high level of Organizational citizenship behavior, (OCB) than their younger and short term tenured counterparts (. Singh and Singh; 2010) The Big Five personality traits are often used to measure change in personality. There is a mean-level change in the Big Five traits from age 10 to 65(Soto, and et all; 2011).

The trends seen in adulthood are different from trends seen in childhood and adolescence. Some research suggests that during adolescence rank-order change does occur and therefore personality is highly unstable (McCrae, Costa and et. all; 2002).

Whether personality traits continue to develop in adulthood depends in part on how one defines "relatively enduring." In the past, some researchers took that phrase to mean—and the empirical literature to indicate—that personality traits stopped changing in adulthood (McCrae & Costa, 1994).

Recent cross-sectional and longitudinal research has converged on the finding that personality-trait development can and does occur in all age periods of adulthood, including old age. Specifically, cross-sectional research has shown that middle-aged individuals tend to score higher than young adults on agreeableness and conscientiousness and lower on extraversion, neuroticism, and openness (Srivastava, John, Gosling, & Potter, 2003.)

People should differ in their mean levels of personality depending on their age: Older individuals should be more emotionally stable, agreeable, and conscientious, but less extraverted and open (Srivastava et al., 2003).

Personality changes, but changeability differs across the life course—and this change is due not only to intrinsic maturation but to social demands and experiences (Jule, Borisand et.al; 2011),"

China ,Korea and Japan have both supported and discounted the five –factor model ( Apple and Neff,2010) .These countries are frequently described as have mutual understanding of societal roles which termed the interdependent self ,compared to western countries USA,Canada and Australia.These countries are often considered Confucian -influenced cultures (Kim,2005).However in Nepal Watkins and Regmi (2004),conducted NEO-Five factor inventory (NEO-FFI; Costa and Mc Crae,1992)they had 218 graduates university student participants. In the sample, 81 were women and 81 were men in the present research, alpha coefficients of responses to all but the openness scale exceded 0.65, indicating and reasonable degree of internal consistency. However, the openness scale may need to be modified for future researches in Nepal.Nongazetted employee of Nepal government have slightly high level of job involvement in comparison to the gazettedemployees ;( Subedi, 2014).

III. RESEARCH METHODOLOGY

Goldberg (1992) international Personality Item Pool (IPIP) hundred-question item was used as the tool for this study. IPIP is the five point likert standerdised scale (very Accurate to Very inaccurate) which measures the big five factors of personality.

The data was collected from five development regions of Nepal. The study populations for this study were the civil service employees of Nepal government including both gazetted and non-gazetted level. The total sample size was 300 including 150 gazetted and 150 non-gazetted empolyees.

The scaled determined three levels of personality traits described as High, Moderate and Low range. For the total score median value is the moderate, below median lower and the above median value is higher of that each five factor dimension. Each big five-personality traits has 20 items of questions.

IV. RESEARCH FINDING AND CONCLUSION

	Level of Openness				Level of Conscientiousness			
	Observed		Expected		Observed		Expected	
	>40	<40	>40	<40	>40	<40	>40	<40
High	58	66	58.7	41.3	68	79	58.7	41.3
Moderate	5	7	58.7	41.3	7	3	58.7	41.3
Low	113	51	58.7	41.3	101	42	58.7	41.3
Total	176	124			176	124		

	Level of Extraversion				Level of Agreeableness			
	Observed		Expected		Observed		Expected	
	>40	<40	>40	<40	>40	<40	>40	<40
High	56	63	58.7	41.3	67	77	58.7	41.3
Moderate	11	5	58.7	41.3	1	1	58.7	41.3
Low	109	56	58.7	41.3	108	46	58.7	41.3
Total	176	124			176	124		

	Level of Neuroticism			
	Observed		Expected	
	>40	<40	>40	<40
High	105	84	58.7	41.3
Moderate	14	7	58.7	41.3
Low	57	33	58.7	41.3
Total	176	124		

This was the comparative study of big five personality traits of civil service employees of Nepal who aged below and above 40 years. In this study, median value was for each personality trait was 58.7. Based on the median value the findings for five personality traits are given as followings:

1. Openness dimension:

For above 40 years age employees, the data showed that the Openness dimension score were 58 and 113 in high and low range respectively out of total 176. Similarly, for below 40 years age employees the score were 66 and 51 in high and low range respectively out of total 124. This showed that below 40 years age civil service employees of Nepal exhibited higher level of openness than above 40 years age.

2. Conscientiousness dimension:

For above 40 years age employees, the data showed that the Conscientiousness dimension score were 68 and 101 in high and low range respectively out of total 176. Similarly, for below 40 years age employees the score were 79 and 42 in high and low ranges respectively out of total 124. This showed that below 40 years age civil service employees of Nepal exhibited higher level of Conscientiousness than above 40 years age.

3. Extraversion dimension:

For above 40 years age employees, the data showed that the Extraversion dimension score were 56 and 109 in high and low range respectively out of total 176. Similarly, for below 40 years age employees the score were 63 and 56 in high and low ranges respectively out of total 124. This showed that

below 40 years age civil service employees of Nepal exhibited higher level of Extraversion than above 40 years age.

#### 4. Agreeableness dimension:

For above 40 years age employees, the data showed that the Agreeableness dimension score were 67 and 108 in high and low range respectively out of total 176. Similarly, for below 40 years age employees the score were 77 and 46 in high and low ranges respectively out of total 124. This showed that below 40 years age civil service employees of Nepal exhibited higher level of Agreeableness than above 40 years age.

#### 5. Neuroticism dimension:

For above 40 years age employees, the data showed that the Neuroticism dimension score were 105 and 57 in high and low range respectively out of total 176. Similarly, for below 40 years age employees the score were 84 and 33 in high and low ranges respectively out of total 124. This showed that below 40 years age civil service employees of Nepal exhibited higher level of Neuroticism than above 40 years age.

In the conclusion the result of the study indicated that except Neuroticism traits all others traits exhibited higher within the below 40 years age civil service employees of Nepal and except Neuroticism all other 4 personality traits exhibited lower within the above 40 years age's civil service employees of Nepal.

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