The Role Of Personality Traits And Career Development Among IT Employees Working In Chennai.

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Abstract
Career development is one of the most important decisions individuals make in their lives. These decisions are multifaceted and complex, making them a challenging process, particularly for employees. This creates obstacles for employee navigating the career choice process. The aim of this study is to examine career development difficulties within the framework of personality traits and decision-making styles. The objective of this study was to describe the dominant personality traits of IT employees. The measuring tools consist of personality trait, Job Satisfaction Scale, and a Socio-demographic data sheet. The measurement was collected from 120 IT employees working in IT sectors. The findings revealed that extroversion, agreeableness, and conscientiousness have a significant and positive relation with Job Satisfaction. Of these three personality factors conscientiousness had a significant influence on job satisfaction. The employees who were highly experienced and received a high monthly income had better job satisfaction than the employees who were having less experience and monthly income.

1. Introduction

This study focused on personality traits because of the common construct meaning of individual traits across a broad range of situations, as well as their rich theoretical background and extensive validity base. To assess personality traits, Most widely accepted and currently used approach to assessing personality from a non-clinical perspective, the Big Five model. It Comprised of the personality traits of Agreeableness, Conscientiousness, Extraversion, Neuroticism, and Openness. The Big Five model has been replicated across a wide range of settings and the individual traits have been found correlated with important workplace outcomes, including job performance job satisfaction (Judge, Heller, & Mount, 2002), and career satisfaction and financial success. More recently, researchers have contended that the Big Five taxonomy is too broad, and that more narrow-scope personality constructs can enhance their validity in both work and academic domains. Drost, and Hamrick (2003) found several narrow traits positively related to career satisfaction for individuals in a wide range of occupational fields, above and beyond the variance accounted for by the big five personality traits.

Career development is one of the most important decisions that individuals make. Proper and good career choices contribute to the effective use of resources and to increased satisfaction and productivity in working life by matching individuals with occupations that match their skills and interests. However, career choice is known to be a multidimensional and complex process and is often a challenging decision-making process, especially for IT employee. Even after completing their education, there are many IT employees who have not been able to set a career goal or develop a plan for their life. IT employee' career choices are an important issue not only for IT employee but also for families and educators.

Career development of IT employees need to better understand the challenges and reasons behind career decisions in order to make more informed career decisions. Faced with such critical decisions, IT employee often face a variety of challenges that make these decisions difficult or lead to the selection of sub-optimal alternatives. Therefore, it is of great importance to use different tools and guidance methods to help IT employee make decisions that best suit their needs, abilities, and personalities. It is known that career decisions are not limited to rational considerations and are influenced by individual factors such as personality traits, decision-making styles, values, interests, and abilities but also by non-individual factors. This study examines career development difficulties within the framework of personality traits and decision-making styles. Decision-making styles provide an important intermediate mechanism in explaining how tendencies arising from personality traits are manifested in the career decision-making process. In this context, since the effect of personality traits on career choice difficulties is an indirect process rather than a direct effect, decision-making styles act as a mediator. While testing this mediating role, the current study aims to explain how personality traits affect career decision-making difficulties. Therefore, decision-making styles provide an important framework for understanding how dispositions stemming from personality traits are reflected in the difficulties in individuals' career decision-making processes.

Career decision-making involves different experiences for each individual. While some individuals may find this process an exciting and fulfilling opportunity, others may face various challenges. While some individuals are driven by an innate orientation and interest in their career choices, others may experience uncertainty and indecision in the decision-making process. This diversity shows that the process of making career decisions is not only about challenges but also offers opportunities for individuals to discover their potential and realize themselves. However, in today's contemporary labor market, choosing a career path has become increasingly difficult for adolescents and young adults, and many difficulties are encountered in the career decision-making process (Bimrose and Mulvey, 2015).

2. Literature Review

Bayram and Aydemir (2024) stated that the personality traits are conceptualized as a set of stable individual differences in people's motivational responses to restricted classes of environmental stimuli. There are different models of personality traits in the field of psychology is one of the most widely used theories in explaining personality traits. This theory has an integrative function as it can represent various personality description systems in a common framework. This theory, which provides an appropriate framework for examining the effects of personality traits on decision-making, deals with personality in five main dimensions: extraversion, conscientiousness, agreeableness, neuroticism, and openness to experience.

Martincin and Stead (2023) evaluated their options from a broader perspective and make informed decisions thanks to their innovation and analytical thinking skills. This characteristic can be effective in reducing career decision-making difficulties. The negative relationship between the openness to experience and agreeableness personality traits and career indecision indicates that these individuals are able to set clearer career goals and make effective decisions. Adaptive individuals facilitate decision-making and set clearer goals thanks to their ability to cooperate and their tendency to seek support from others. While openness to experience provides openness to innovation and analytical skills, agreeableness supports it with cooperation and consensus-building skills. These traits allow individuals to better define their professional interests and abilities and make career decisions more easily. Therefore, individuals with these personality traits are expected to have stronger self-awareness and decision-making skills that reduce career indecision.

Maheshwari and Sain, (2021) investigated the relationship between personality traits and career success of IT employees in Ajmer, Rajasthan. This study investigated the influence of traits such as neuroticism, extraversion, conscientiousness, openness, and agreeableness on the career advancement of women in the local industrial sector. However, the scope of the study was limited by a small sample size of only 50 women participants in middle management positions, which may preclude broader applicability of the findings to Ajmer's workforce. Furthermore, the focus of the study on Ajmer, Rajasthan may limit its relevance to other parts of India, such as Chennai. In particular, this study did not consider the aspect of career development among IT employees.

Chong and Tan (2019) examined the relationship between decision-making styles and career indecision in detail. The study was conducted with a sample of senior university students in Malaysia and found that except for the rational style, the other four decision-making styles were significantly positively related to career indecision. In particular, the dependent and avoidant decision-making styles were found to have the strongest positive effects on career indecision. In contrast, the rational decision-making style was not found to have a significant relationship with career indecision. These findings make an important contribution to the literature by revealing the effect of different strategies used by individuals in decision-making processes on career ambivalence.

3. Statement of the Problem

The five-factor model provides personality instruments with a theoretically sound framework that is supported by empirical research. It shows that across age and culture that personality is innate, stable trait. The five-factor model has yet to enter the organizational realm broadly, even though it is the most widely accepted personality instrument among scholars. Career Development, and personality of an individual are the most important factors in organizational settings. Many of the studies on the relationship between five-factor model traits and career development show varying results, This study is chosen to investigate the relationship between Career development and personality traits of IT sector employees. An attempt is made to identify whether all the dimensions of selected personality traits creates significant impact on career development of IT sector employees.

4. Objectives of the Study

 To know the employees opinion about personality traits and career development of IT sector employees.
To analyse the relationship between personality traits and career development of IT sector employees.
To know the influence of personality traits on career development of the IT sector employees.

5. Hypotheses of the study

H1: Personality traits have significant relationship with the career development among working IT employees.
H2: Personality traits have significant influence on career development of the IT employees.

6. Research Methodology

In this section the researcher explains the research methodology adopted for this research paper such as type of research, study variables, population, sampling procedures and statistical tools applied for this study.

Type of Research

This study utilise the descriptive research design. Because the employees working in IT sectors opinion were collected about the personality traits and their carreer development. Based on their opinion the result is described.

Study Variables

In this research big five personality traits such as extraversion, agreeableness, consciousness, neuroticism and openness to experience has been taken as independent variables. career development such as risk taking, commitment, involvement and punctuality have been taken as dependent variables.

Research Tool

Questionnaire has been constructed by the researcher based on the previous literature.

Population

In this research work the employees working in the IT sector in Chennai have been considered as the population.

Sampling Procedure

The researcher has applied snow ball sampling method, because the researcher has close association with the people working in the IT sectors. From these people the researcher has received mail Id of the employees working in IT sectors. Based on this the researcher sent the questionnaire to the employees through google form among the 100 employees. Out of 100 employees, 82 employees have properly filled the questionnaire. Hence the response rate is 82 percent. It is good for any research survey. Hence, these 82 employees responses is taken for the analysis.

Statistical Tools Applied

Descriptive statistics such as mean and standard deviation values are calculated for personality traits dimensions and career development dimensions. Pearson test correlation and multiple regression test have been applied to know the relationship and effect of big five perrsonality traits and career development.

7. Results and Discussion

Table-1 Employees opinion towards personality traits

Personality traits	mean	SD
Openness to Experience	4.14	0.82
Conscientiousness	3.84	1.12
Extraversion	4.01	0.94
Agreeableness	3.62	1.24
Neuroticism	4.09	0.76

Table-1 displays the employees opinion towards personality traits the mean and standard deviation values are calculated. From the mean values it is observed that the personality traits of openness to experience have attained the mean value of 4.14 followed by neuroticism(4.09), extraversion(4.01), conscientiousness(3.84) and agreeableness (3.62). it is observed that the employees are highly having openness to experience while agreeableness is low among the employees.

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Table-2 Employees opinion towards career development

career development	mean	SD
Risk taken	4.04	0.92
commitment	3.92	1.26
involvement	3.12	1.12
punctuality	4.12	0.98

Table-2 explains the employees opinion towards career development. The mean and standard deviation values are calculated. From the mean values it is observed that the employees have opined high towards punctuality (4.12) followed by risk taking (4.04), commitment (3.92) and involvement(3.12). It is observed that the employees are highly punctual (4.12) followed by they are taking risk (4.04), commitment to their work(3.92) and their involvement (3.12). It is found that the career development factor of punctuality is high among the employees working in IT sector while the involvement in work is found to be low among the employees.

Table 3:The relationship between big five personality traits and carreer development of employees.

Factors		Extraversion	Agreeableness	Conscientious ness	Neuroticism	Openness to Experience
career development	Pearson Correlation	0.836	0.516	0.724	-0.253**	0.689
	Sig.(2-tailed)	0.001	0.001	0.001	0.001	0001*

Table 3 shows the relationship between big Five personality traits and career development. Correlation is the test of statistical evaluation of strength of relationship between two variables. The results of the table shows that extraversion is found to be highly correlated (0.836) with career development of the employees and it is significant at (0.001) level followed by conscientiousness (0.724), openness to experience (0.689), agreeableness (0.516) and neuroticism (-0.253) and it is significant at (0.001) level. Here it is found that conscientiousness have high relation with the career development of the employees of IT sectors and neuroticism is negatively correlated with the career development of the employees.

Table-4 Influence of personality traits on career development

R-value	R^2 - value	Adj R^2-value	F-value	P-value
0.948	0.898	0.896	986.482	0.001

Predictors	unstandarised coefficient	standard error	standard coefficient	t-value	p-value
constant	6.245	0.061	-	102.371	0.001
openness to experience	0..339	0.051	0.291	6.602	0.001
Conscientiousness	0.298	0.049	0.249	6.081	0.001
Extraversion	0.326	0.049	0.281	6.659	0.001
Agreeableness	0.292	0.046	0.251	6.345	0.001
Neuroticism	0.321	0.052	0.267	6.133	0.001

Table 4.30 indicates the influence of personality traits on career development of the employees. The five personality traits such as Openness to Experience, Conscientiousness, Extraversion, Agreeableness and Neuroticism are considered as independent variables and life satisfaction is considered as a dependent variable. Career development is taken as dependent variable.

H_1: The personality traits of the IT employees are significantly influencing the career development of the employees.

In order to examine the above stated hypothesis, Multiple linear regression is applied. From the regression analysis, the p value is found to be 0.001 which is significant at one percent level. Here the adjusted R square value is found to be 0.896. It showed that the personality traits of IT employees are influencing their career development at 89.6 percent level. Hence, the above stated hypothesis is accepted. Further in the Regression model the unstandardised data value is indicating the strength of the relationship between independent variables of Openness to Experience, Conscientiousness, Extraversion, Agreeableness and Neuroticism and the dependent variable career development of the IT sector employees. The relationship between the independent and dependent variable is presented by the following equation.

Career development = 6.245 +0.339 (openness to experience) + 0.298 (consientiousness) + 0.326 (extraversion) +0.292 (agreeableness)+ 0.321 (neuroticism).

From the regression equation, it is inferred that the personality traits of Openness to Experience, Conscientiousness, Extraversion, Agreeableness and Neuroticism are having a positive impact on career development of the employees. Based on the regression beta value, it is inferred that to have one unit increase in the career development of the employees, openness to experience has highly influenced their career development at 0.339 level when other factors remain constant. Similarly to have one unit increase in the career development of the employees the personality traits of consientiousness, extraversion, agreeableness and neuroticism have influenced their career development of the employees at 0.298, 0.326, 0.292 and 0.321 level respectively with other factors remain constant.

It is observed that the personality traits openness to experience strongly influences the career development of the IT employees and the agreeableness have weak influence on the career development of the employees.

8. Findings and Suggestions

While going through the Correlation Analysis of Personality Traits with the career development. It is inferred that Personality Trait, extraversion is closely and significantly correlated with career development. Hence, it is suggested that firms which deems 'Job Completion' and 'Creativity and Innovation' as important can recruit people with extravert Personality Trait. It is also inferred that 'Conscientiousness' Personality Trait is closely and significantly associated with

career development. overall performance, 'Risk taking ability' and also closely correlated with willing to assist others'. Hence, it is suggested that firms which deems Job Perfection and career development essential and need people who can assist others, can recruit people with high conscientiousness, personality trait as they can do the Job Perfectly, can assume risk and also will assist others. Tailoring well-being programs based on these traits can improve HR policies, foster diversity, and empower individuals, especially women, for personal and professional growth.

9.   Conclusion

This study suggests that personality traits of extraversion and Conscientiousness dominate career development of IT employees. This appears to be preferred personality trait of IT employees. The result of the study shows that IT employees are to well-planned and well organized work. People with this characteristic are good at getting their acts together. They tend to make deadlines because they plan to do so. People low in this tends to have very messy offices. The employees working in IT companies will work hard and to commit to stretch goals. These people are inclined to keep trying when things get tough. The employees will be of self-control and an ability to self-manage. People with this characteristic are much safer to be around because they tend not to act on impulses. Neuroticism is a personality trait that is strongly linked to IT employees with anxiety, sadness, irritability and self- consciousness. The top management and HR should take necessary steps to overcome anxiety, sadness and consciousness the level of job satisfaction and career development of IT employees will increase.

Policymakers can utilize these findings to create gender-responsive policies, ensuring ethical considerations to prevent discrimination. In essence, the research provides a comprehensive framework for practical application in organizational, individual, educational, cultural, and policy settings.

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