



## MULTIDIMENSIONAL PERSONALITY IN RELATION TO LEVEL OF SECURITY AMONG EMPLOYEES

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### Abstract

*Our personalities are also said to be characterized by impact behaviours and actions. It causes us to take action or respond to various situations and experiences in certain ways aside from affecting how we act and react in certain situations. Multidimensional Personality contains many factors or dimensions. With the help of these dimensions we can measure the personality. It is one's characteristic way of feeling, behaving and thinking conceptualized as a person standing on five traits. Personality is measured by six dimensions. These dimensions are extroversion-introversion, self concept, independence-dependence, temperament, adjustment and anxiety. With the help of these six dimensions we can measure the personality. Extraverts tend to enjoy human interactions and to be enthusiastic, talkative, assertive, and gregarious. . The common modern perception is that introverts tend to be more reserved and less outspoken in groups. self-concept contains three parts: self-esteem, stability, and self-efficacy. The term independence denotes simply the absence of dependence. Temperament refers to basic dimensions of personality that are grounded in biology and explain individual differences in the developmental process rather than universal dynamics. A sequence of adjustment begins when a need is felt and ends when it is satisfied. Anxiety takes several forms: phobia, social anxiety, obsessive-compulsive, and post-traumatic stress. The physical effects of anxiety may include heart palpitations, tachycardia, muscle-weakness, tension, fatigue, nausea and chest pain, shortness of breath, headache, stomach aches, or tension headaches. Securely attached children are best able to explore when they have the knowledge of a secure base to return in times of need. When assistance is given, this bolsters the sense of security and also assuming the parent's assistance is helpful, educates the child in how to cope with the same problem in the future. There are many dimensions of personality which contributes to the development of human being.*

**Key words –** Multidimensional Personality, Self Concept, Temperament, Adjustment, Anxiety, Security

## Introduction

Education must find a golden mean between for the individual life and Education for social and cooperative life. Education is strongest basis of life. When we speak of personality, we pertain to the person's character, wholeness, or totality involving behaviour, attitudes, qualities, and traits of an individual. Our personalities are also said to be characterized by impact behaviours and actions. It causes us to take action or respond to various situations and experiences in certain ways aside from affecting how we act and react in certain situations. Multidimensional Personality contains many factors or dimensions. With the help of these dimensions we can measure the personality. It is one's characteristic way of feeling, behaving and thinking conceptualized as a person standing on five traits. Personality is measured by six dimensions. These dimensions are extroversion-introversion, self concept, independence-dependence, temperament, adjustment and anxiety. With the help of these six dimensions we can measure the personality. Extraverts tend to enjoy human interactions and to

be enthusiastic, talkative, assertive, and gregarious. They take pleasure in activities that involve large social gatherings, such as parties, community activities, public demonstrations, and business or political groups. The common modern perception is that introverts tend to be more reserved and less outspoken in groups. They often take pleasure in solitary activities such as reading, writing, using computers, hiking and fishing. self-concept contains three parts: self-esteem, stability, and self-efficacy. Self-esteem is the "evaluative" component—it is where one makes judgments about his or her self-worth. Stability refers to the organization and continuity of one's self-concept. The term independence denotes simply the absence of dependence. Such usage places dependence and independence at opposite poles on a single behavioural continuum. Temperament refers to basic dimensions of personality that are grounded in biology and explain individual differences in the developmental process rather than universal dynamics. While these dimensions show continuity over time, they are subject to change with maturation and experience. A sequence of adjustment begins when a need is felt and ends when it is satisfied. Hungry people, for example, are stimulated by their physiological state to seek food. When they eat, they reduce the stimulating condition that impelled them to activity and they are thereby adjusted to this particular need. Anxiety takes several forms: phobia, social anxiety, obsessive-compulsive, and post-traumatic stress. The physical effects of anxiety may include heart palpitations, tachycardia, muscle-weakness, tension, fatigue, nausea, chest pain, shortness of

breath, headache, stomach aches, or tension headaches. External signs of anxiety may include sweating, trembling, and papillary dilation. For someone who suffers anxiety this can lead to a panic attack.

Securely attached children are best able to explore when they have the knowledge of a secure base to return in times of need. When assistance is given, this bolsters the sense of security and also assuming the parent's assistance is helpful, educates the child in how to cope with the same problem in the future. Therefore, secure attachment can be seen as the most adaptive attachment style. According to some psychological researchers, a child becomes securely attached when the parent is available and able to meet the needs of the child in a responsive and appropriate manner. At infancy and early childhood, if parents are caring and attentive towards their children, those children will be more prone to secure attachment.

There are many dimensions of personality which contributes to the development of human being. In the present study, investigator wants to see the relationship between the two and want to know whether level of security is the sure outcome of a balanced personality in context to above mentioned six dimensions.

### **Statement of the problem**

MULTIDIMENSIONAL PERSONALITY IN RELATION TO LEVEL OF SECURITY AMONG EMPLOYEES OF PRIVATE SECTOR AND GOVERNMENT SECTOR

### **Objectives of the Study**

1. To find the difference between multidimensional personality of employees working in government sector and private sector.
2. To find the difference between level of security of employees working in government sector and private sector.
3. To find the relation between multidimensional personality and level of security among employees working in government sector.
4. To find the relation between multidimensional personality and level of security among employees working in private sector.
5. To find the difference between employees working in government and private sector in relation to multidimensional personality and level of security.

### **Hypotheses**

1. There will be no significant difference between government sector and private sector of

employees in relation to multidimensional personality.

2. There will be no significant difference between government sector and private sector of employees in relation to level of security.
3. There will be no significant relationship between multidimensional personality and level of security among employees working in government sector.
4. There will be no significant relationship between multidimensional personality and level of security among employees working in private sector.
5. There will be no significant difference between employees working in government and private sector in relation to their multidimensional personality and level of security

### **Plan and Procedure**

The study is conducted on the sample of 200 employees working in Governemnt as well as private sectors of Hoshiarpur city of Punjab, which are equally divided respectively.

The following tools were used for the present study:

#### **1. Multidimensional personality inventory by K.M. Manju Aggarwal**

The present inventory has 120 items in all. Each item have three alternative answer –‘yes’, ‘sometimes’ and ‘no’ which refers to the extent of agreement and disagreement of the content. The scoring procedure of this inventory is very simple the score should be given in following manners: ‘3’ for Yes, ‘2’ for Indefinite and ‘1’ for No.

#### **2. Shah security-insecurity scale designed by Prof. Beena Shah (2010)**

The present test containing 75 statements related to 8 areas of the security insecurity scale (SIS). There are three alternative choices for every item – Always, Sometimes, Never. The subject has to choose only one alternative. The scale contains both positive and negative statements. The positive statements, scoring is –Always-2, Sometimes -1, Never-0 and for negative statements, it is reversed e.g.Always-0, Sometimes-1, Never-2.

## ANALYSIS AND INTERPRETATION

### HYPOTHESIS – I

There will be no significant difference between government sector and private sector of employees in relation to multidimensional personality

Table-1				
	N	Mean	Std. Deviation	Std. Error Mean
MPS	100	269.6800	21.33044	2.13304
MPH	100	205.2800	65.50566	6.55057

  

N1	100
N2	100
σ1 sd1	21.33044
σ2 sd2	65.50566
M1 Mean1	269.68
M2 Mean2	205.28
SE1=	2.13304
SE2=	6.55057
SEd=	6.88911
$= \sqrt{[(2.133044 * 2.133044) + (6.55057 * 6.550566)]}$ $= \sqrt{(4.549876706 + 42.90991)} = \sqrt{47.45979163}$ $= 6.889106736$	
T-test=	9.34809
$= \text{Modulus} \left( \frac{269.68 - 205.28}{6.889106736} \right) = \frac{64.4}{6.8891067} = 9.34809$	
value of 't' is significant at both levels of significance so hypothesis is rejected for df=198(N-2)	

Table-1 shows the mean of multidimensional personality of government sector employees is 269.6800 and of private sector employees is 205.2800. Further SD of government sector employees is 21.33044 and SD of private sector employees is 65.50566. The S.Em of government sector employees is 2.13304 and of private sector employees is 6.55.57. The value of 't' is significant at both levels of significance so hypothesis is 'rejected'. Thus we can say that there is significant difference between government sector and private sector of employees in relation to multidimensional personality. Hence Government sector employees stands better multidimensional personality than private sector employees.

## Hypothesis- II

There will be no significant difference between government sector and private sector of employees in relation to level of security

Table- 2				
	N	Mean	Std. Deviation	Std. Error Mean
LSS	100	120.6200	2.38590	.23859
LSH	100	120.1700	2.63257	.26326

N1	100
N2	100
σ1 sd1	2.3859
σ2 sd2	2.63257
M1 Mean1	120.62
M2 Mean2	120.17
SE1=	0.23859
SE2=	0.26326
SEd=	0.35529
$= \sqrt{[(0.23859 * 0.23859) + (0.26326 * 0.26327)]}$ $= \sqrt{(0.056925188 + 0.069304)} = \sqrt{0.126229436}$ $= 0.355287822$	
T-test=	1.26658
$= \text{Modulus} \left( \frac{120.62 - 120.17}{0.355287822} \right) = \frac{0.45}{0.3552878} = 1.26658$	
value of 't' is not significant at both levels of significance so hypothesis is accepted for df=198(N-2)	

Table- 2 shows the mean of level of security of government sector employees is 120.6200 and that of private sector employees is 120.1700. Further SD of government sector employees is 2.38590 and SD of private sector employees is 2.63257. The S.Em of government sector employees is .23859 and of private sector employees is .26326. The value of 't' is not significant at both levels of significance so hypothesis is 'accepted'. Thus we can say that there is no significant difference between government sector and private sector of employees in relation to level of security.

**Hypothesis - III**

**There will be no significant relationship between multidimensional personality and level of security among employees working in government sector**

**Table- 3**

TABLE	FOLLOWING CALCULATION DESCRIBES VALUE OF <b>R</b> FOR THIS TABLE	
N= 200 Σx= 29968 Σy= 12062 Σxy= 3252033 Σx2= 7317774 Σy2= 1455482	$R = \frac{200 \cdot 3252033 - 29968 \cdot 12062}{\sqrt{(200 \cdot 7317774 - 898081024) \cdot (200 \cdot 1455482 - 145491844)}}$ $= \frac{650406600 - 361474016}{\sqrt{(1463554800 - 898081024) \cdot (291096400 - 145491844)}}$ $= \frac{288932584}{\sqrt{(565473776 \cdot 145604556)}}$ $= \frac{288932584}{\sqrt{82335558084123500.00}} = \frac{288932584}{286941732.9}$ $R = 1.006938172$	
Value of R is significant at both levels of significance for df=198(N-2) so hypothesis is rejected		
Numerator=	288932584	$N \cdot \sum xy - \sum x \cdot \sum y$
Denominator=	286941732.9	$\sqrt{(N \cdot \sum x^2 - (\sum x)^2) \cdot (N \cdot \sum y^2 - (\sum y)^2)}$
R=	1.006938172	$N \cdot \sum xy - \sum x \cdot \sum y / \sqrt{(N \cdot \sum x^2 - (\sum x)^2) \cdot (N \cdot \sum y^2 - (\sum y)^2)}$

Table- 3 shows the value of correlation between multidimensional personality and level of security among employees working in government sector is found 1.0069. The value of 'R' is significant at both levels of significance so hypothesis is 'rejected'. Thus we can say that there will be no significant relationship between multidimensional personality and level of security among employees working in government sector. However, multidimensional personality stands better than level of security in government sector.

**Hypothesis - IV**

**There will be no significant relationship between multidimensional personality and level of security among employees working in private sector**

**Table- 4**

TABLE	FOLLOWING CALCULATION DESCRIBES VALUE OF <b>R</b> FOR THIS TABLE	
N= 200 Σx= 20528 Σy= 12017 Σxy= 2461728 Σx2= 4638796 Σy2= 1444769	$R = \frac{200 \cdot 2461728 - 20528 \cdot 12017}{\text{Sqrt}((200 \cdot 4638796 - 421398784) \cdot (200 \cdot 1444769 - 144408289))}$ $= \frac{492345600 - 246684976}{\text{sqrt}((927759200 - 421398784) \cdot (288953800 - 144408289))}$ $= \frac{245660624}{\text{sqrt}(506360416 \cdot 144545511)}$ $= \frac{245660624}{\text{sqrt}(73192125080892600.00)} = \frac{245660624}{270540431.5}$ $R = 0.908036638$	
Value of R is significant at both levels of significance for df=198(N-2) so hypothesis is rejected		
Numerator=	245660624	$N \cdot \sum xy - \sum x \cdot \sum y$
Denominator=	270540431.5	$\text{sqrt}((N \cdot \sum x^2 - (\sum x)^2) \cdot (N \cdot \sum y^2 - (\sum y)^2))$
R=	0.908036638	$N \cdot \sum xy - \sum x \cdot \sum y / \text{sqrt}((N \cdot \sum x^2 - (\sum x)^2) \cdot (N \cdot \sum y^2 - (\sum y)^2))$

Table – 4 shows the value of correlation between multidimensional personality and level of security among employees working in private sector is found 0.908036638. The value of 'R' is significant at both levels of significance so hypothesis is 'rejected'. Thus we can say that there will be a significant relationship between multidimensional personality and level of security among employees working in private sector. However, multidimensional personality stands better than level of security in private sector.



**Hypothesis – V**

**There will be no significant difference between employees working in government and private sector in relation to their multidimensional personality and level of security**

<b>Table-5</b>				
	N	Mean	Std. Deviation	Std. Error Mean
S_MP_LS	200	195.1500	76.23527	5.39065
H_MP_LS	200	120.3950	2.51607	.17791

N1	200
N2	200
σ1 sd1	76.2353
σ2 sd2	2.51607
M1 Mean1	195.15
M2 Mean2	120.4
SE1=	5.3906
SE2=	0.1779
SEd=	5.3936
$= \sqrt{5.3906^2 + 0.1779^2} = \sqrt{29.05908196 + 0.031653041} = \sqrt{29.090735} = 5.393582761$	
T-test=	13.86
$= \frac{\text{Modulus}(195.15 - 120.395)}{5.393582761} = \frac{74.755}{5.3935828} = 13.86$	
value of 't' is significant at both levels of significance so hypothesis is rejected for df=398(N-2)	

Table- 5 shows the mean of multidimensional personality and level of security of government sector employees is 195.1500 and mean of multidimensional personality and level of security of private sector employees is 120.3952. The value of 't' is significant at both levels of significance so hypothesis is 'rejected'. Thus we can say that there will be significant difference between employees working in government and private sector employees in relation to their multidimensional personality and level of security. Hence multidimensional personality and level of security of government sector stands better than private sector.

**Educational Implications**

1. This study will help an individual to understand the impact of various working sectors upon their multidimensional personality of employees.
2. This study will help the impact of various factors related to multidimensional personality and level of security upon various sectors of employment.

3. This study will help to understand the impact of various factors related to multidimensional personality and level of security upon different working conditions and environment.

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