

Personality and Job Performance Of Government Officers in Mizoram: A Study Of Civil Secretariat

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ABSTRACT - Emphasis on the study of personality and job performance have always been vital as it has always been in the past. Every organization needs clearly understand their means and their goals with its optimization to meet their ends, whether the organization are large or small. It's imperative that the Government employees are a kind of model to the masses and their attitudes and behaviour could shape the psychology of their colleagues. They inculcate certain traits that would either be positive or negative, which will be recognized through their performance and reflected in the people. Mizoram is a state where Government job is coveted to any other job. The employee of the State's Government more or less plays an important role for the development, and so would the personality and their job performance impact on their colleagues and to the state of Mizoram. Therefore, the study would try to bring out the best of each and every officer's in optimizing their calibre.

Keywords —*Personality, personal traits, job, job- performance, government employee, officers, civil secretariat.*

I. INTRODUCTION

The problem of a finding a perfect personality measures that are effective and reliable analyst of occupational performance or not. In an experimental constraints, probability of doubts arising from certain situation with its absorbing ability of vagueness more than other people usually shows up. The association of personality and job performance has been a regular point of head for researcher in any type of organization and corporate psychology over many decades. Generally, the studies of personality and job performance can be considerably marked with distinctive two periods. 'The first time period that expands to a considerably perpetual time period and covers all the studies through the early 1900s to the mid-1980s.' Studies carried out in this particular era was all through by prime studies in which analyst probed the connection of individual ratings from plethora of personality inventories to that could match each every job performance specifically. The general decision finalized from this gist of in depth analysis was that personality and job performance linkage wasn't really remarkable in any significant manner considering various individual qualities and circumstances. Perhaps, certain experts consider this times period as to where there was no individualities that was accountable.

However, the area was in some kind of transitional period for radical evolution. The later (i.e. second) stage, which was evolving from the mid-1980 to date are mostly categorized using "Five Factor Model" originally put forward by Norman (1963). "Although this model is generally accepted but not always been agreed upon that five major factors explain personality, neither has the definition of each has the definition of each factor received

consensus (Barric et al., 2001)." However and despite all the imperfection, the tool do give a proper and unifying grounds in which theorists and practitioners may further analyse, pass it on, carry forward and optimize personality as a means in difference circumstances and situation that exist in working environment.

II. REVIEW OF LITERATURE

Day & David Silverman.(1989) "Personality variables have been shown to be significant predictors of job performance when carefully matched with appropriate occupation and organization. The variable of personality in an individual is an effective predictor, supporting cognitive ability, in assessing which prospect is apt to work well within a firm."

McHenry, Hough, Toquam, Hanson, and Asworth. (1990) "Personality has been found to account for unique variance in performance, after pedalling out the effects of cognitive ability. Found that the competencies of personal discipline and physical fitness were better predicted by personality and temperament than by ability." Hogan, Hogan, and Roberts. (1996) "concluded that well-constructed measures of normal personality are valid predictors of a wide range of occupational performance, they generally do not result in adverse impact for minority groups, and they can be linked to performance defined in terms of productivity." "With the 'whether personality predicts performance' question largely resolved, it is time to begin asking the 'why and in what ways' question."

"Personality refers to cognitive and behavioural patterns that show stability over time and across situations (e.g. Cattell, 1965). Therefore, it is reasonable to expect that personality traits influence personal values and attitudes, as

most recent empirical research has demonstrated” (Olver and Mooradian, 2003). “Work involvement reflects attitudes and values towards a particular aspect of life and, hence, it must relate to personality traits, as earlier (Lawler and Hall, 1970) and more contemporary writers (Elloy and Terpening, 1992) have suggested.”

John P. Campbell and colleagues. Campbell, J.P (1990) Campbell, J.P. McCloy (1993) Coming from a psychological perspective, “Campbell describes job performance as an individual level variable. That is, performance is something a single person does. This differentiates it from more encompassing constructs such as organizational performance or national performance which are higher level variables.”

Personality & Job Performance

According to Schacter, Gilbert, Wegner, Daniel, Daniel, Daniel (2011), “The person's own motivations for future decisions (building on their personality) would be affected from their history and past experiences in such situations” Another way that personality defined by Schacter, Daniel L (2011) “is as an individual's characteristic style of behaving, thinking and feeling”.

Quotes of Personality:

“Personality traits are more likely to influence job performance in situations where the professional has a relatively high degree of freedom”

“The combination of a high score on ‘sense of duty’ and a high score on” “Achievement” “entails risks for the professional,” which “he or she has to be aware of” S.

Rothmann, E.P Coetzer, 2003

The practicality and significant toward its goal is one of the most outstanding and remarkable nature of job performance, incompatibility of practical aspect shall certainly nullify it. Every individual(s) performance must be focused toward organizational goals or should be goal oriented in harmony to their duties or responsibility. Thus, performance may exclude activities where effort is exhausted toward achieving every marginal goal. As such, the exertion exerted towards the goal of getting the work done in the most convenient way (irrationally) does not mean performance (other than the ones concerned with avoiding belatedness).

The use of job performance is remarkably frequent lately, however, the defining of the concept in psychology of industry and organization is extremely unsatisfactory, the part of psychology dealing with the work environment. Even though being a part of Human Resources Management. Therefore, it's mostly connoting a degree of the person's job perfection. Even though are still large ambiguity in defining what job performance exactly is, performance is still a criterion with crucial importance which cannot stand any kind and form of negligence

towards an organizational outcomes and achievement of their goals. Some widely consented theories that are put forth with their implementation to a high degree of these theories,

(i.e. personality and job performance) are the works of John P. Campbell and colleagues.

Public Sector Employment in Mizoram

According to the ‘Census of Government Employees,’ “2009, the numbers of employees working under the state government were 53,653 out of which 42,308 were regular employees and 8013 were Muster Roll and 1601 were work-charged.”

Table I: Government of Mizoram Employees

Sl.no	Group	Male	Female	Total
1	A	2334	839	3173
2	B ‘Gazetted’	406	86	492
3	B ‘Non Gazetted’	5992	2826	8818
4	C	16862	4993	21855
5	D	6762	1208	7970
6	SUB-TOTAL	32356	9952	42308
OTHERS				
7	Contract	843	585	1428
8	Work Charge	1335	266	1601
9	Muster Roll	5641	2372	8013
10	Officiating	18	13	31
11	Co-Terminus	164	108	272
12	SUB-TOTAL	8001	3344	11345
13	Grand Total	40357	13296	53653

Source: Economic Survey, Mizoram 2012-2013

As per the last i.e. 5th Economic Census held in 2005, “a total of 1,06,706 persons were employed in all the 47,730 enterprises in the state. Out of these 13,481(12.6%) are employed in agricultural enterprise and 93,225(87.4%) are in non-agricultural enterprises.

Of the total Government employees in Mizoram, there are 33,314(31.22%) employees whose engagement are in rural areas and 73,392(68.78%) employees being employed in the cities of the State. Moreover, the total strength of the hired employees stands at 64,276, with their engagement to be agricultural and non agricultural activities. Then the remaining work force majority i.e., 44,801 worked in the cities and the little remaining part of which are engaged outside the urban areas, and stands at 19,475.

The above figures indicate that the Government employee's accounts for 50.28% of the total employed population of the state.

III. SIGNIFICANCE AND SCOPE OF THE STUDY

The study will mainly focus, confined, and limit to only the Officers in the New Secretariat Complex, Khatla, Aizawl, Mizoram. Wherein the target segment of officers are the Chief Secretary, Additional Secretary, Joint Secretary, Deputy Secretary and Under Secretary to the Government of Mizoram which sums up to the tune of 107 officers.

Every possible effort shall be exerted to include all the officers for the study.

The selection of Officers within the range of Under Secretary-Chief Secretary of Mizoram is that, they are the governing officers of the Government of Mizoram Employee whose personality and job performance have a far reaching effect to all the employees and the state of Mizoram and its economy as well.

IV. RESEARCH METHODOLOGY

Exploratory method of research will be applied in this study, with the hope and expectation of a better understanding on the situation prevailing in the Civil Secretariat work environment. In the prospect of a comprehensive understanding between personality and job performance of the officers involved. In the event of an inability to have proper and concrete final conclusion, it is of an expectation that a deep insight of the situation be revealed with the test of certain hypothesis.

The hypothesis was tested using pearson's correlation.

Structured questionnaire and schedule was the means for collection of primary data. There were totally 131 (one hundred thirty one) respondents from the civil secretariat. As stated above, the targeted segment of officers are mostly from the under-secretary to the range of Chief Secretary of Mizoram. It may further be stated that most of the officers are from the State Public Service cadre and a few of them from the Central Service cadre.

However, the results of exploratory research are not usually useful for decision-making by themselves, but they can provide significant insight into a given situation. Although the results of qualitative research can give some indication as to the "why", "how" and "when" something occurs, they cannot reveal "how often" or "how many".

Perhaps, through exploratory research there is a high expectation that there is a probable chance of understanding the personality that would further enhance job performance as well.

V. RESULTS AND DISCUSSIONS

At the outset it maybe stated that the employees of each and every state has more or less imperative affect to the people of the state and moreover to the welfare as well. It is therefore a matter of important concern to look into the personality and behavior, job performance of the officers in all the secretariats. The ability to understand and predict their behaviour, could to a certain extent play a lead role for the social and economic development of the society and the state as well, as they are the ones who deals with the legislators and the citizens, intercessing with the interested group. Their personality and the taking up of their task could play a lead role in the possible upbringing of the society let alone the economic welfare.

In the quest for the relation of the officer's personality and job performance questions in hereby poses with the concern of time, objective, teamwork and motivational factor to the officers. With a belief that their (officers) response to time, teamwork, objective and motivational factor of the officers reflect their personality and the way they respond to their job and their performance more or less is a reliable factor that reflects their personality and job performance of the officers. It is hereby through the question poses which is implemented for the analysis of the relation between personality and job performance of the officers in the Civil Secretariat, Government of Mizoram.

VI. OBJECTIVES OF THE STUDY

1. To study the relationship between personality and job performance of officers in the Civil secretariat.
2. To study the personality of the Officers in the civil secretariat and their response towards their job.
3. Response to availability of time to take up a particular work/assignment/task/project etc

Table II: Time availability

Options	No. of Respondents	Percent
Procrastinate till there is adequate time.	52	60.3
Do the job at my best	79	39.69

The table shows that most of the respondents (i.e. the officers) are likely to postpone their works for a sufficient time that accounts for 60.3 per cent, whereas the officers who like to go and execute the task assigned to them at their best accounts for 39.69 per cent. The variation in the opinion of the officers is due to the fact of differences in the personality of the officers which is more or less likely different in all the officers in the new secretariat complex. Moreover, it reflects the personality (attitude) of the officer in the way they respond and perform their in under various circumstances and environment prevailing in their midst.

1. Vagueness of the objective for a particular work/assignment/task/project etc.

Table III: Clarity of objective

Options	No. of Respondents	Percent
Your work is halted, till there are clear and concrete information	82	62.59
Carry on the work with to the best of your caliber	49	37.40

Clarity of objective in every task is very important in each and every job. Therefore the table of clarity of objective infer that most of the respondents (i.e. officers0) are mostly

to carry on their task with the best of their abilities which accounts for 37.40 per cent. Perhaps, the personality and the relation to how the job is taken up is certainly reflect in this particular table. However, most of the officers are more likely to halt the job without concrete and proper information about the job (job Description).

3. Motivating factors of the officer’s

Table IV: Motivational Factors		
Options	No. of Respondents	Percent
Rewards	21	20.58
Need of the hour	18	17.64
Desire to succeed	47	46.06
Service for humanity	12	11.76

The main factor that motivates the officers in their works are their desire to succeed in their work which accounts for 46.06 per cent followed by rewards 20.58, need of the hour 17.64 and service for humanity 11.76 respectively as shown in the table.

4. Team building for the execution of work

Table V: Team building		
Options	No. of Respondents	Percent
Build my own team	71	69.58
Work with whatever team is at your disposal	27	26.46

This question more or less reflects that almost all of the officer’s wants’ to build their own team rather than working with the team someone has built. As the statistics shows where 69.58 per cent of the officer and 26.46 does not care about working with the team that someone build before. This could have tremendous effect on their performance.

HYPOTHEIS I

H₀₁: There is a significant relationship between personality of the officers and their job performance

.Table VI Pearson’s Correlation test of H₀₁

SL.No	Particulars	Time availability	Team building
1	Time availability	1	-.229**
		131	0.008
2	Team building	-.229**	1
		0.008	131

** .Correlation is significant at the 0.01 level (2-tailed).

Through the revelation depicted in Table VI, it can be concluded as inferred that there is a significant relationship between personality and job performance of the officers in the Civil Secretariat; where there is a positive significance level at 0.01. It is therefore likely that the personality and their job performance of the officers have influence in various ways with a relevance to the work environment.

VII. FINDINGS AND SUGGESTION

Findings

Through an analysis data, there are some points that are needed to be highlighted which are as enumerated:

1. The personality and attitude of the officers are vastly diverse and complete understanding of which is a breathtaking task.
2. The officers likely prefer an adequate time to take up the work, and rushing up lately is what they would want to avoid, which could cause them a poor job done/improper and inferior finished works.
3. They, the officer’s wants liberty to take up the task/job assigned to them. Such that, their efficiency/productivity in their job/task may be lucrative.
4. Most of the officers have preferred personnel to work with or form a team
5. They want to have clear and concrete information of each and every task that have to be taken up before they are taken up. Dilemma and confusion are uninvited circumstances/situation for all of the officers at all levels.
6. It’s a matter of fact that all the officers are very inquisitive about their jobs, and perfection with excellence is what they preferred.
7. Existence of ambiguity on the effect and influence on the task by the officers seems to prevail, which could be a critical issue for everyone involve and concerned with it.

Suggestions

Even though there are some suggestions that are hereby given, however it does not guarantee a major and far reaching effects in the personality and job-performance of the officers.

1. Understanding of each and every individual is the first and foremost task to understand their personality and behavior towards their job and its performance.
2. The officers should be recapitulated with their duties and responsibilities time and time again. Rejuvenating the importance and effects of their job stands the chance to have a positive influence in the performance of their job, which in turn might help them in critical situation to make a right decision.
3. Furnishing of complete and concrete information should be considered before any ventures are taken up; this might

help in overcoming the occurrence of bottleneck in the work.

4. Once, the task/job is assigned to the officers it might seem wise that the officers are given the liberty of their consent, should they be expected to perform at their optimal level.

5. To have a favorable work environment that enhances the efficiency, it is advised that the officers be authorized to build and form their own team, as it will enhance the work environment, team spirit/work, cohesiveness etc.

VIII. CONCLUSION

The study that reflects the notion of different officers' social and personal traits to their jobs. It reflects their relationship between their personality and the job, and how they are likely to perform their job. Further attention is necessary to be made on how they handle and manage their own work pressures; there could be differences and variation in their own job and performances. There needs to be a better understanding and motivation for each job along with their team, adequate knowledge and ideal team size could result in a better productive officers with their own ideal group.

There are instances and situations where conclusion are typically being drawn or objectivity judgments are being made impassively and are analytical, others considers the societal factors and determinants while personal convictions and values are reflected too. The thinking and feeling, being respectively to perception route for the decision making by the officers which may be the fundamentals of their judgment and perception.

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