

THE STUDY PAPER ON BIG 5 PERSONALITY TRAITS
AND THEIR RELATION WITH PUBLIC AND PRIVATE
SECTOR JOBS

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Abstract:

Personalities are distinctive .Every person has different personalities like we may be call talkative, cheerful, aggressive and many more. It is indirectly views as a persons attitude exhibited in their work place In this paper, correlative assumption have been made about different kind of personality traits having relevance with nature of job requirements. The study tried to argue that Big 5 personality traits can be successful in aligning with the particular job requirements.

Keywords:

Personality, Personality traits, Big 5 model (FMM), public and private sector jobs

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Introduction

Personality can be the combination of characteristics or qualities that form an individual's distinctive character. Allopri et al (1965) described central, secondary, common and cardinal traits while Eysenck expressed that only three traits of extraversion, neuroticism and psychoticism are explain the personality of individuals (Eysenck and Eysenck, 1975). However, today's scenario Big Five of Goldberg (1992) is mostly accepted for the personality trait which includes openness to experience, conscientiousness, extraversion, agreeableness and neuroticism personality traits (Costa and McCrae, 1985). Therefore, we will take Big 5 (OCEAN) as personality describing traits in present article.

THE BIG FIVE MODEL

Five-dimension personality or (or **Five Factor Model; FFM**) model presented by Goldberg is termed as big five model in personality research (Goldberg, 1992; Suci and Goldberg, 1998).

The Big Five factors are [openness](#), [conscientiousness](#), [extraversion](#), [agreeableness](#), and [neuroticism](#) (common acronyms are OCEAN, NEOAC, or CANOE).

- **Openness to experience** – (inventive/curious vs. consistent/cautious).

Appreciation for art, emotion, adventure, unusual ideas, curiosity, and variety of experience.

- **Conscientiousness** – (efficient/organized vs. easy-going/careless).

A tendency to show self-discipline, act dutifully, and aim for achievement; planned rather than spontaneous behavior.

- **Extraversion** – (outgoing/energetic vs. solitary/reserved).

Energy, positive emotions, surgency, and the tendency to seek stimulation in the company of others.

- **Agreeableness** – (friendly/compassionate vs. cold/unkind).

A tendency to be compassionate and cooperative rather than suspicious and antagonistic towards others.

- **Neuroticism** – (sensitive/nervous vs. secure/confident).

A tendency to experience unpleasant emotions easily, such as anger, anxiety, depression, or vulnerability.

Public sector professions

A public sector profession demands the person who have to be self-discipline, self-control, management and conscientiousness in each and ever step to be successful. Punctuality and practicality, calm and patience are the key symbols of public sector organizations. People with sound emotional capabilities are more likely to be accomplishing their given assignments rather that who fail in stressful and time bound environment (Cattell and Mead, 2008). People in public sector require being extravert.

Conscientiousness is the personality traits that can help the individuals to excell in these professions (Ackerman and Beier, 2003). A very high ranking on this personality trait may enable these persons to be time bounded assignment fulfillment, planned and organized in every transaction (Cattell and Mead, 2008). People who adopt their own way to handle things instead of their predefined; it demands more effort and experience. People who are not exposed to environment and are not open to their societal interactions are less likely to have well equipped understanding of an issue (Capretz, 2003;Barrick and Mount, 1991).

Extraversion or sometimes reserved nature helps public sectors professional to avoid conflict. Agreeableness is the demand for the work to follow time bound assignments with colleagues I that situation friendly nature helps to avoid the stress of work.

Private sectors professions

Mainly private sector have to go through with different complex nature of problems and obstacles that need more than an ordinary look particularly in developer field or researcher field. For that, they need to be confident, ready to accept challenges, very experienced, sensitive, open to learn and perceive new things and to deduce newness from old rigid thoughts (Cattell and Mead, 2008). The more a person is exposed to an environment, the more he or she will have the capability and strength to cover all aspects of single problem. In short the person is ready for gathering the new experiences or have the quality of Openness to experience. Therefore, he or she will be more likely to introduce new ways of solving a single problem (Ackerman and Beier, 2003, Capretz, 2003).

The introversion is the personality trait that can help these people for to look single problem in different ways and find out the probable solution for it. (Capretz, 2003). Certainly, this personality trait will be helpful for scientific exploration, new ideas and new theories to add in existing literature. People who are high on extraversion are generally less in private sector.

Some times Conscientiousness personality traits that can help the individuals in private sector also because of organized work nature helps to follow the time bound .

CONCLUSION AND IMPLICATIONS

This paper is give the conceptualize view about the big 5 personality traits and how it will be match the personality traits of individual with different sectors like public or private sector. Researchers proposition about mapping personality traits with different jobs help the individuals for choosing their career. However, researchers need to validate these propositions for the further usage and rectification of the proposed statements.

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