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“A study on Employee Personality in Nature Capsules Ltd.

In Pondicherry”

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ABSTRACT

The study was carried out at natural capsules limited. The study is related to the Employees personality. A survey was taken among the employees to know their various Personalities in natural capsules limited at moolakulam. The required data to study the interest level of the employees has been collected as primary, secondary data using a questionnaire from a sample of 50 employees, which the sampling was on the basis of convenience and non-probabilistic sampling procedure. The collected data was edited, coded, classified and tabulated further statistically analyzed using various statistical tools like chi-square test, etc., From analyzed data both general findings and statistical findings were posted, thereby deriving suggestions and recommendations. The study



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reveals that the data collected from the study conducted, is observed the employees are very poor in personality. So the management will conduct any personality development program in future means the employees personality will improved of the limitations of the study, and in consultation with the company

Keywords: Employees personality, interest level, analyzed, development program

CHAPTER- I

1.1. INTRODUCTION

PERSONALITY

Personality is what makes a person a unique person, and it is recognizable soon after birth. A employees's personality has several components: temperament, environment, and character. Temperament is the set of genetically determined traits that determine the child's approach to the world and how the child learns about the world. There are no genes that specify personality traits, but some genes do control the development of the nervous system, which in turn controls behavior.

PERSONALITY TEST

Personality tests are developed for a range of different purposes, but few have ever been specifically designed to identify people for company. Consequently, psychologists have faced a range of problems when trying to interpret these tests in a selection environment.

The most challenging is motivational distortion, the desire of job applicants to present themselves in the most favourable, or unfavourable light. This limitation,

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affects both the questions included in many personality questionnaires and the conscious, or unconscious, response bias of the examinee.

While motivational distortion scales have been introduced into many test profiles to give a measure of the reliability of the results, they cannot eliminate the bias itself.

Additionally, there is the problem of the application of the results. Personality tests have to be interpreted, if the person making the interpretation has limited experience of the test, or the applicability of the test results for the occupation being selected for, then the results are unlikely to enhance the selection decision.

Finally, traditional personality tests are not designed to predict future behaviour in extreme environments. While such tests may be used to predict how an individual might respond in a relatively benign situation, many researchers now believe that the relationship between an individual's personality and the situation actually determines future behaviour. Self-report scales rarely take into account situational factors, or the constellation of mediating and moderating variables that operate on this relationship.

Despite the problems, interest in personality and its relevance to the selection process has never wavered. When an individual sits down for an company psychological interview aspects of their personality still assume primary importance. Largely this occurs in terms of interview behaviour and descriptions of previous behaviour provided by the interviewee.

A brief personality screening tool is administered to every applicant, but the results are used as an interview prompt rather than a selection tool. This use of testing may lack the empirical objectivity of a score on a test, nevertheless, the selection interview



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appears to have greater 'face validity' for both the applicant and the assessor, and hence this process remains the primary source of personality appraisal in the natural capsule limited.

CHAPTER II

2.1 OBJECTIVES OF THE STUDIES

- The study is helps to you assess the employees knowledge,
- The study is helps to you asses the employees beliefs,
- The study is helps to you asses the employees feelings,
- Which allows to assess the employees actions in regard to a wide range of personal skills, abilities, and interests.
- The assessments are graded, that exercises that generate individual personality in the organization.

2.2 . SCOPE OF THE STUDY

- ✓ The project throws light on the need for different attitudes of personality among the employees in the organization.
- ✓ The project was developed based on employees Skills towards the management.
- ✓ It will be helpful for the Management to identify the Weakness and the necessity of Suitable training to the employees in their Skills area.
- ✓ This project can be base for the students who are doing the project in the related area.

2.3.NEED FOR THE STUDY



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The success of any manufacturing organization depends largely on the workers. The employees are considered as the backbone of natural capsules limited, The study was mainly undertaken to identify the level of employees personality. Once the levels of Employee personality are identified, it would be possible for the management to take the necessary action to improve in getting highly sophisticated products. Since employees are considered as backbone of the Company, their progression will lead to the success of the Company in the long run. and it mainly improve employees interaction among the management to raise their standard of livings in the society

2.4. LIMITATIONS OF THE STUDY

1. Due to lack of time, unable to collect more information from the Employees.
2. Some employees may afraid to give information's.
3. Illiterate employees are also given information's.
4. Some information's may be biased.
5. As the study size is small, it may not actually represent the whole employees in the organization.
6. Human error is Subjective
7. Time factors is limited
8. The whole population cannot be studied due to Selection of limited Samples

CHAPTER – III

3.1. REVIEW OF LITERATURE

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According to “Leonard D. Goodstein¹ and Richard I.Lanyon.Arizona state university,.USA

Our review of the relevant research literature in the recent past strongly supports the view that personality assessment has high utility in the workplace. We review the evidence that personality assessment measures, especially those based upon the Big Five factors of personality, can effectively predict job performance and thus can be used for personnel selection.

The validity of integrity testing in predicting counter productivity on the job has been demonstrated both for overt measures of integrity and, to a lesser degree, for more general (subtle) measures of personality. We also found good evidence of validity for measures of (supervisory) management and (transformational) leadership, a complex field which includes a number of multidimensional instruments each built around its own theory. Finally, we review the empirical literature that supports the use of assessment centers and the use of personality assessment in EMPLOYEES

According to”Van Eerde, W. (2004). the Big Five Model of personality, washington, DC: American Psychological Association”

I focus on the self-management of employees with regard to how they use their skills. The role of time in research on behavior at work has been under emphasized. This is surprising in light of the role that skills plays in the lives of individuals in our society heavily regulated by clock time. In fact, deadlines play an overwhelmingly important role in many lives of individuals. More sophisticated information systems will speed up many more processes at work in the future, as organizations .Continue to use the speed of their output as

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an important means to compete. I think that the personality of employees needs to be studied much more than it has been up until now.

According to "Kathryn L.W. Heinze Northwestern University., December 5, 2005 "

Employees personality are more likely to pursue job involvement in organizations with more responsible .Although social responsibility can make corporations more attractive, we need a better understanding of how individual characteristics or dispositions of Employees personality increase the likelihood that jobs are favored in corporations that are sociably responsible.

In particular, due to the impassioned debate surrounding corporate responsibility (Boal & Perry, 1985), what is the role of individual emotion when considering employment options? This question has implications for corporations, in terms of recruitment and organizational objectives, and subsequently for society as a whole.

According to "R. B. Cialdini .,Department of Psychology, Arizona State University,"

we review the literature on impression management to determine if there are substantial gender differences in the employment of impression management tactics in organizational contexts. Based on a social roles theory perspective (Eagly, 1987), we examined use of impression management tactics in organizational settings for gender differences in behavior.

We expected that men and women would generally report using impression management tactics consistent with gender role expectations and that this might not be advantageous to women in the corporate world. Our review of the literature supported our



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expectations. We conclude with implications of these findings for an enriched understanding of organizational behavior.

**According to”Myriam N. Bechtoldt and Bernard A. Nijstad, University of Amsterdam,
Department of Psychology, the Netherlands”**

In surface-level (demographic) diversity, and then move on to consider the literature on deep-level (**personality**) diversity. Surface-level diversity may be equated with visible differences among group members in terms of demographic characteristics like age, sex, and ethnicity (Milliken & Martens, 1996; Harrison et al., 2002; Riordan, 2000). In general, people feel more comfortable with others perceived to be similar to the self because similarity in itself is rewarding (Berscheid, 1985, Byrne, 1971; Lazarsfeld & Merton, 1964):

“A careful **review** of the theory and empirical research on diversity and group process and performance suggests the impact of the changing demography of the workforce may not be as positive as many would like to believe” (O’Reilly et al., 1998, p. 184). Demographic, surface-level diversity undetermined group creativity and innovation because it undermines, in general, group cohesion and thereby the processes and performance requiring high levels of cohesiveness (Nahapiet & Ghoshal, 1998).

3.2. RESEARCH METHODOLOGY

RESEARCH DESIGN

- The research design which was selected was narrative one. It narrates the whole research in a simple manner.

TYPES OF DATA COLLECTED

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➤ Primary Data

Questionnaires are prepared and interview was conducted. Most of the questions are consist of multiple choices. The questionnaires were conducted in English as well as in Tamil. Generally 33 questions are prepared and asked to the employees of the ACT Plastic Private Ltd., Puducherry.

➤ Secondary Data

Secondary data was collected from Internets, various books, Journals, and Company Records.

QUESTIONNAIRE CONSTRUCTION

In this Questionnaire Constructed on the basis of two types. There are Multiple choice and close ended (Yes/ No) Questions.

DEFINING THE POPULATIONS

The Population or Universe can be Finite or infinite. The population is said to be finite if it consist of a fixed number of elements so that it is possible to enumerate it in its totality. So In this projects consist of finite population.

SAMPLE SIZE

- About 50 sample are taken in natural capsules limited

FIELD WORK

- The field works is done in natural capsules limited, Pondicherry

PERIOD OF SURVEY

- The period of survey is from August to September, 2007.

DESCRIPTION OF STATISTICAL TOOLS USED

- Percentage method

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- Chi-square test
- Weighted average

PERCENTAGE METHOD:

- In this project Percentage method test was used. The following are the formula

$$\text{Percentage of Respondent} = \frac{\text{No of Respondent}}{\text{Total no. of Respondents}} \times 100$$

CHI-SQUARE ANALYSIS:

In this project chi-square test was used. This is an analysis of technique which analyzed the stated data in the project. It analysis the assumed data and calculated in the study. The Chi-square test is an important test amongst the several tests of significant developed by statistical. Chi-square, symbolically written as χ^2 (Pronounce as Ki-Spare), is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance.

Formula

$$\chi^2 = \frac{(O-E)^2}{E}$$

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O = Observed frequency

E = Expected frequency

WEIGHTED AVERAGE METHOD

- ❖ Weighted average can be defined as an average whose component items are multiplied by certain values (weights) and the aggregate of the products are divided by the total of weights.
- ❖ One of the limitations of simple arithmetic mean is that it gives equal importance to all the items of the distribution.
- ❖ In certain cases relative importance of all the items in the distribution is not the same. Where the importance of the items varies.
- ❖ It is essential to allocate weight applied but may vary in different cases. Thus weightage is a number standing for the relative importance of the items.

SIMPLE CORRELATION:

In probability theory and statistics, **correlation**, also called **correlation coefficient**, indicates the strength and direction of a linear relationship between two random variables. In general statistical usage, correlation or co-relation refers to the departure of two variables from independence.

Formula:

$$r = \frac{\sum(X-X_i)(Y-Y_i)}{\sqrt{\sum(X-X_i)^2 \sum(Y-Y_i)^2}}$$

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Where

X- Reason for repurchase

Y-Preference of respondent

CHAPTER – IV

DATA ANALYSIS AND INTERPRETATION

4.1. QUALIFICATION OF THE EMPLOYEES

S. NO	QUALIFICATION	NO OF RESPONDENTS	PERCENT
1	B.A	6	12.0
2	B.B.A	1	2.0
3	B.COM	3	6.0
4	B.S.C	4	8.0
5	D.M,E	1	2.0
6	EIGHT	1	2.0
7	I.T.I	16	32.0
8	M.A	2	4.0
9	M.C.A	2	4.0
10	MATRIC	1	2.0
11	SEVENTH	1	2.0
12	TENTH	7	14.0
13	TWELTH	5	10.0
14	Total	50	100.0

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Inference:

The above table infers that 32 percent belongs to the I.T.I, 14 percent belongs to the tenth, 12 percent belongs to the B.A and 10 percent belongs to the twelfth

4.2.1WEIGHTED AVERAGE METHOD

The respondents are asked about the Maintenance skill in the organization. Their skills are calculated below.

S.n	Maintenance Skill	EXCELLENT	GOOD	FAIR
1	Personal planning	16	33	1
2	Listening skills	16	33	1
3	Giving feedback	20	29	1
4	Building a team	19	30	1
5	Leading a team	19	29	2
6	Relationship with others	14	35	11
7	Mental effort	14	36	0
8	responsibility	31	19	0

Formula:

$$\text{Weighted average} = \frac{\sum WX}{\sum X}$$

TABLE No: 4.2.2

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	Point Weight age	3	2	1	0	0	0
S.n	Maintenance Skill	EXCELLENT	GOOD	FAIR	Total	Avg.	Rank
1	Personal planning	48	66	1	115	2.3	6
2	Listening skills	48	66	1	115	2.3	5
3	Giving feedback	60	58	1	119	2.38	3
4	Building a team	57	66	1	124	2.48	2
5	Leading a team	57	58	2	117	2.34	4
6	Relationship with others	42	70	1	113	2.26	8
7	Mental effort	42	72	0	114	2.28	7
8	responsibility	93	38	0	131	2.62	1

Inference: Form the above mentioned calculation; the employees are having more responsibility in organisations , building skills, leading a team, giving a feed back to organisations shows their attitudes of personalities are good respectively,,,

4.3. ANALYSIS BY CORRELATION BETWEEN REASON FOR LISTENING SKILLS AND MENTAL EFFORT

Factors	Preference For listening skills X	Preference For Mental effort Y	X-Xi	Y-Yi	(X-Xi)x(Y-Yi)	(X-Xi) ²	(Y-Yi) ²
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Excellent	16	14	-0.67	-2.67	1.7889	0.4489	3.2201
Good	33	36	16.33	19.33	315.6589	266.6689	373.6479
Fair	1	0	-15.67	-16.67	261.2189	245.5489	277.8889
Total	50	50	0	0	578.6667	512.6667	654.7379

$$X_i = 50/3 = 16.66$$

$$Y_i = 50/5 = 16.66$$

Formula:

$$r = \frac{\sum(X-X_i)(Y-Y_i)}{\sqrt{\sum(X-X_i)^2 \sum(Y-Y_i)^2}}$$

Calculation:

$$r = 578.6667 / 599.3637 = 0.965$$

$$r = 0.965$$

INFERENCE:

The value of r is 0.965. It indicates that there is a high, perfect correlation between two variables "Preference for listening skills and mental effort". This provides a basis to consider some functional relationship between them.

CHAPTER – V

5.1 FINDINGS OF STUDY

- 32 percent belongs to the I.T.I, 14 percent belongs to the tenth, 12 percent belongs to the B.A and 10 percent belongs to the twelfth

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- 62% of the respondents having 1 – 5 year Experience, 12% are respondents having above 16years experience, 12% employee are 6-11years experience.
- 36 % of the respondents of them are openness to experience. 32% of the respondents are extraversions personality,. 20% of respondents are agreeableness personality
- 74% of the respondents are strong involvement in jobs. Reaming 26 % of the people feels involvement in jobs. None of them feels poor and average.
- 64 % of the employees are satisfied in jobs. 29% of the employee are highly satisfied, 10 % of the employees are dissatisfied in their jobs
- 100 % of the employees having job attitudes and there is zero % negative attitudes in employees towards job
- 76% of the employees motivates towards growth needs,14% of the respondents motivates towards relatedness needs of personality
- 100 % the respondents decision making style was rational in their jobs
- 36% of the employees are satisfied by co-workers co ordinations ,32% of the respondents are satisfied by rewards and incentives
- 52 % of the employees ethical rate is high, 44% of the employees ethical rate is medium
- 64% of the employees communication are in friendly manner , 24% of the employees communication are in relaxed manner ,
- 66% of the employees personal planning are good , , 32 % of the employees personal planning are excellent



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- 62% of the employees job responsibility are good, , 38 % of the employees job responsibility are excellent
- 62% of the employees job flexibility are good, 38 % of the employees job flexibility are excellent

5.2. SUGGESTIONS & RECOMMENDATIONS

The workers are not known how to develop our personality on the basis of participating personality development programs and various self- development programs

- Management will conduct any personality development programs means its helps to develop the workers personality. If the workers once developed their personality means the work performance will be improved. So the management will provide the above things means the management will attain their goals easily.
- The most of the employees are wanted to entrepreneur. So the management should conduct any career development programs so that it will helps the employees career to develop them to be an entrepreneur.
- In this study assessing the employees knowledge, beliefs, feelings, wide range of personal skills, abilities, and interests of their participation in the organisation goal.
- In the company the employees attitude is depends on the superior recognition based. So the superior have to recognize the employees personality to raise their standard in good manner.

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- Some of the employees are not interested to involving in job so management have to interact with the employees and recognize their work ability and to motivates the employees to achieve the organisation goals

5.3.CONCLUSION

Employees Personality is a description of consistent emotional, thought, and behavior patterns in a person. The several theoretical perspectives on personality involve different ideas about the relationship between personality and other psychological constructs as well as different ideas about the way personality doesn't develop. The study has been conducted at NATURAL CAPSULE LIMITED. The company has become a leading in manufacturing capsule shells company in India. The researcher has conducted the study for 30 days. A survey was conducted with 50 respondents in the company by using questionnaire to collect the information's from the respondents. After gathering the information's, the researcher has analysis the data by interpreting the various tools. Based on the analysis, the researcher has given some suggestions to the management to develop their employees Personality. If the employees will improve their personality means the company discipline will be good in future and also they can easily achieve their goals.

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