

# Personality characteristics of working women in the professions of teaching and medicine in Kashmir valley: A comparative study

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## **ABSTRACT**

*Working women of today fulfil family responsibilities and also try to remain fully involved in their careers coping up with the competing demands of their multiple roles. The attempt of working women to integrate, organize and balance the various problems and activities in their different roles simultaneously puts them under tremendous pressure. As a result, the family becomes an organizational stakeholder and this powerful social trend marked the beginning of the work/life balance paradigm shift. Women's economic well-being is usually enhanced by women acquiring independent sources of income that begets increased self-esteem and improved conditions of their households and the overall level of development in their communities. The gender gap in the ownership and control of property is the most significant contributor to the gender gap in the economic wellbeing, social status and empowerment of women (Andal, 2002). Women have been playing vital roles in households since ages. Now women are also recognized for their value in the workplace and are engaged in wide range of activities of work in addition to their routine domestic work. Building a society where women can breathe freely without fear of oppression, exploitation, and discrimination is the need of the hour, to ensure a better future for the next generation.*

**Keywords:** personality, Testament, Paradigm, Descriptive

## **Introduction**

Women have worked as long as men, as evidenced by cave drawings that show women toiling in fields and over fires. As well, the Old Testament describes stories of women collecting water at wells and tending flocks. In the modern era, the phenomenon of women in the workplace is closely tied to economic and social trends. When, for example, women were needed to support men in times of war, institutional childcare to support working mothers was created. With brain power being the requisite skill in this knowledge era, rather than endurance or physical strength, the women workers seem to flood into every industry on par with men. But this has indeed become a tough challenge for women as they have to perform a lot of duties in home and office as well. There is no profession today where women are not employed. Women have been playing vital roles in households since ages. Researchers have changed an earlier assumption of negative effects on marriages and children, but they still tend to focus solely on differences on their Personality characteristics. This study aimed to explore understanding of working women with reference to their Personality. According to Julie (2012), personality is defined as enduring patterns of action or behaviour. Personality traits are tendencies of individuals to behave in similar ways across settings and situations (Ones, Viswesvaran, & Dilchert, 2005).

## **Objectives of the Study**

1. To compare Personality of working women in different professions of Teaching and Medicine.

## **Hypothesis**

1. There is a significant difference between women working in professions of Teaching and Medicine on Personality.

## **Operational Definitions of Terms and Variables**

1. **Personality:** In the present study Personality refers to the scores obtained from the subjects by using Arun Kumar Singh and Ashish Kumar Singh's Differential Personality Inventory. Differential Personality Inventory (DPI) is a heterogeneous measure of personality which measures ten dimensions of personality.
2. **Teaching:** In the present study working women in Teaching Profession refers to those women who are teaching at university and college level.
3. **Medicine:** In the present study working women in Medicine Profession refers to the women who are working as Doctors.

## Design of the Study

The present study has been completed through descriptive method of the research. This method has been the most popular and widely used method of research. The descriptive method is not restricted to only fact finding but may often result in the formulation of important principals with solution of problems.

## Sample

The sample for the study comprised of 200 working women of two different professions. 100 were selected from each Profession. There are 10 districts in Kashmir province and the investigator selected three districts (Srinagar, Pulwama and Ganderbal). The sample was selected randomly to ensure that each unit of the population have equal chance of being selected.

## Tool Used

- Personality Inventory** developed by Arun Kumar Singh and Ashish Kumar Singh. The personality inventory has altogether 150 items, 15 in each of the 10 areas:
  - Decisiveness
  - Responsibility
  - Emotional stability
  - Masculinity
  - Friendliness
  - Heterosexuality
  - Ego strength
  - Curiosity
  - Dominance
  - Self concept

## ANALYSIS AND INTERPRETATION

**Table: Showing the Mean comparison of working women in professions of Teaching and Medicine on "Personality"**

	<b>Group</b>	<b>N</b>	<b>Mean</b>	<b>Std. Deviation</b>	<b>t-value</b>	<b>Level of Sig.</b>
Decisiveness	Teachers	100	11.66	1.183	0.503	NS
	Doctors	100	11.75	1.344		
Responsibility	Teachers	100	10.02	.899	8.413	Sig. at 0.01 level
	Doctors	100	11.94	2.098		
Emotional stability	Teachers	100	13.39	.942	5.882	Sig. at 0.01 level
	Doctors	100	11.88	2.388		
Masculinity	Teachers	100	6.71	.671	3.016	Sig. at 0.01 level
	Doctors	100	7.23	1.588		
Friendliness	Teachers	100	10.33	.779	2.827	Sig. at 0.01 level
	Doctors	100	10.88	1.783		
Heterosexuality	Teachers	100	3.62	.488	3.020	Sig. at 0.01 level
	Doctors	100	4.09	1.478		
Ego strength	Teachers	100	10.05	.880	5.332	Sig. at 0.01 level
	Doctors	100	10.99	1.527		
Curiosity	Teachers	100	9.42	.819	3.106	Sig. at 0.01 level
	Doctors	100	10.09	1.995		
Dominance	Teachers	100	4.74	.812	4.723	Sig. at 0.01 level
	Doctors	100	5.73	1.932		
Self concept	Teachers	100	8.57	.868	19.033	Sig. at 0.01 level
	Doctors	100	13.08	2.205		
<b>Personality</b>	<b>Teachers</b>	<b>100</b>	<b>88.51</b>	<b>3.686</b>	<b>11.861</b>	<b>Sig. at 0.01 level</b>
	<b>Doctors</b>	<b>100</b>	<b>97.66</b>	<b>6.777</b>		

A perusal of above Table shows the mean comparison of working women in the field of Teaching and Medicine on various dimensions of Personality. Women Doctors in comparison with Teachers differ significantly on Personality dimensions, the mean differences being significant at 0.01 level. The mean difference favors Doctors on Responsibility, Masculinity, Friendliness, Heterosexuality, Ego-strength, Curiosity, Dominance and Self-concept. It reveals that Doctors are more punctual and able to handle challenges. They are helping and affectionate towards people. On the other hand, Teachers have been found with higher Emotional stability which reveals that they are enough bold to face criticism. It has been found that the groups do not differ significantly on Decisiveness. Both the groups are quick decision makers with ability to prioritize things. Overall, the table indicates that there is a significant difference at 0.01 level. Doctors have been found higher on "Personality" in comparison with Teachers. The mean scores of Teachers is ( $M=88.51$ ) and Doctors is ( $M=97.66$ ) with t-value obtained 11.861.

*In the light of the above analysis, our Hypothesis which reads as, "There is a significant difference between women working in the professions of Teaching and Medicine on Personality" stands accepted.*

**CONCLUSION**

1. A significant difference has been found between Teachers and Doctors on Personality. Doctors were found higher on Responsibility, Masculinity, Friendliness and Heterosexuality, Ego strength, Curiosity, Dominanceand Self concept. While as Teachers have been found higher on Emotional stability. However, there has been found no significant difference on Decisiveness. Overall, Doctors possessed higher level of personality in comparison with Teachers.

**SUGGESTIONS**

1. A similar study can be conducted on the larger sample at different places in order to have in-depth knowledge of factors associated with Personality of working women in different professions keeping in view the rural /urban and Male/female dichotomy.
2. The results of the present study throw a valuable light on the improvement of different professionals through their Personality assessment. But the present study is based on a sample drawn from limited geographical area and confined to the four professions. It would be appreciable if similar research efforts are put in with a sample drawn from wider geographical and other levels such as: Jammu and Kashmir.

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