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Personality traits and self-esteem in association with career innovation

صنم انیسی [1]

[1] دانشجو مقطع کارشناسی روانشناسی دانشگاه آزاد اسلامی واحد یادگار امام خمینی (ره)، ایران، تهران، شهر ری

Abstract

The aim of this research was to investigate the relationship between personality traits and self-esteem with career innovation in working people with correlation-based quantitative methods. For this purpose, we selected at convenience a sample of 110 employees (61 women and 49 men) by simple random sampling method. The research variables were measured by the questionnaires of five major factors of McCray and Costa's short form personality, Eysenck self-esteem, and Career Innovation Questionnaire. We used the statistical method of multivariate linear regression and Pearson correlation and statistical software of SPSS version 23 to analyze statistical data. The findings showed that there was a significant correlation between self-esteem and career innovation with a correlation coefficient of 0.35 and a significance level less than 0.01. As a result, there is a significant relationship between self-esteem and career innovation. The findings for predicting career innovation based on personality traits and self-esteem are as follows: self-esteem is of a significance level less than 0.01, extroversion with a significance level less than 0.01, conscientiousness with a significance level less than 0.01. According to the corrected determination coefficient, the subscales of neuroticism, extraversion, openness to experience, agreement, conscientiousness, and self-esteem predict 28% of the variance of career innovation.

Keywords: personality traits, self-esteem, career innovation, creativity

Introduction

Employment is an inevitable necessity for survival and meeting basic needs, as well as for the survival of society. Work, in addition to meeting the basic needs of human life, is essential for the growth of the body and mind. In the nineteenth century, Proudhon and Marx introduced work as part of human existence. According to them, human beings not only work to meet the needs of work, but also during the period and time of employment, to meet their psychological needs and have a sense of respect, creativity and innovation in work (Shafiabadi, 2017).

In today's changing world, the pace of change and progress of organizations is growing and the competition between organizations is increasing day by day. Therefore, organizations must adapt to changes in the outside world in order to survive and advance. Success in well-known organizations is largely rooted in innovation. Innovation in societies and civilizations has led to changes, advances, the improvement of human life and the improvement of lifestyles in various dimensions.

Innovation means change, transformation and reform (Meinel and Ney, 2019). Before explaining the nature of innovation, it is important to note that innovation is not an invention.

Innovation is, in fact, a process for developing and expanding an invention, using a variety of different sources and skills, according to the Organization for Economic Co-operation and Development (OECD). As a result, innovation is an ongoing process that involves implementing, modifying, and developing a new product, idea, product, or marketing method, and new organizational methods in business and other matters in the workplace and extra-organizational relationships.

Nowadays, innovation is being used as a solution to economic policy. Innovation is also an important factor in economic growth and has many benefits for society. Innovation occurs by gathering and uniting all the diversity and differences in insight, experience and knowledge in individuals and organizations (Meinel and Ney, 2019).

Personality is a pattern of relatively permanent traits and unique characteristics that give a person stability and individuality. Traits contribute to individual differences in behavior, behavior stability over time, and behavioral stability in different situations. Traits may be unique, common to some groups, or shared by all the members of species, but their patterns

are different for each individual. Therefore, each person, although somewhat similar to the others, has a unique personality (Feist et al., 2018, p. 6).

Theories of Personality traits are based on factor analysis. Big five personality traits, which include neuroticism (N), extroversion (E), openness to experience (O), agreeableness (A), and conscientiousness (C), can affect people's performance, choices, and lifestyle.

Neuroticism: people with high scores on this scale are instable, temperamental, sympathetic to themselves, and anxious. Conversely, people with low scores on neuroticism trait have emotional stability and are calm, gentle, and stable, and can cope with stressful situations without confusion or anxiety (Feist et al., 2018).

Extroversion: extroversion and its opposite introversion play a significant role in all theories of personality. According to Jung, extroverts focus their psychic energy on the outside world, while introverts focus their psychic energy on the inside, on themselves, and on internal events. One of the characteristics of extroverts is their orientation to society. At high scores, they are sociable, talkative, and good-natured, and at low scores, they are quiet, withdrawn, and passive (Feist et al., 2018).

Openness to Experience: these people are looking for diversity and new experiences; they like to try new and unfamiliar ways and means. At low scores, individuals tend to be traditional, fanatical, conservative, and uninteresting (Feist et al., 2018).

Agreeableness: at high scores, we can refer to compassion, quick-wittedness, generosity, and ease. At low scores, it includes hostility and irritability (Feist et al., 2018).

Conscientiousness: people at high scores are conscientious, purposeful, and determined. They are also hardworking, ambitious, precise, and energetic, resilient to problems; at low scores, they are careless, disorderly, and aimless (Feist et al., 2018).

One of the most important factors in performance at all levels of life is self-esteem. In the field of work and organization, there are many definitions of self-esteem, but in general, we can define self-esteem as feelings of self-worth and self-respect (Author).

Big five traits of personality and self-esteem are the factors that affect people's performance. Therefore, considering the growing need of companies and organizations for the career innovation of individuals and groups, we should examine whether we can select and hire

individuals according to their personality traits and self-esteem to meet career and organizational initiative and innovation. In this research, the aim is to investigate the relation of personality traits and self-esteem with career innovation in working people. According to what we mentioned, the hypothesis of the present research is that there is a significant relationship between personality traits and self-esteem and career innovation.

Hosseinian et al. (2005) examined the relationship between managers' personality and motivation to use career innovation. The results showed that there was a significant relationship between personality dimensions and motivation to use career innovation of managers with a significant level less than 0.1. In addition, career innovation has a positive relationship with the active dimension of personality at the level of 0.01, a negative relationship with the aggressive dimension of personality at the level of 0.05 and it has no relationship with the passive dimension.

Yao and Li (2020) examine the prediction of creativity according to the personality traits of the five-factor model (FFM) of employees in probationary periods and formal employment. The results showed that the study of two samples of employees working in research and development section shows: 1) openness to Experience and conscientiousness are related to creativity in both career stages. 2) Agreeableness is related to creativity in experimental courses. 3) Extroversion is related to creativity in formal employment periods. These findings provide new insights on the prediction of personality at different stages of the career.

Chegeni et al. (2015) examined the relationship between personality and organizational variables and career motivation. The results showed that conscientiousness, career characteristics, organizational justice, correspondence of personality of career and organizational self-esteem had a positive relationship with career motivation, and neuroticism had a negative relationship with career motivation. The results of hierarchical regression analysis showed that predicting variables (conscientiousness, career characteristics, organizational justice, correspondence of personality-career and organizational justice) explain 61% of career motivation variance.

The main question of the present research: is there a significant relationship between personality traits and self-esteem on the one hand and the career innovation on the other?

Method

The present research is quantitative correlational. It is also fundamental in terms of purpose. The statistical population of the research included 110 working people (61 women and 49 men), with the age group of 25-45 years. The data collection method was simple random. The tools used in this research included 23 questionnaires for big neo-five factors inventory, Eysenck self-esteem, and career innovation.

Test of NEO-FFI (NEO Five-Factor Inventory: It is one of the newest personality assessment questionnaires based on factor analysis perspective. This test measures the 5 main factors of personality. This test is one of the most comprehensive tests in terms of personality assessment due to various studies in different age groups and populations. The test of big neo-five personality traits is a five-grade response scale provided by Paul Costa & Robert McCrae (1989) with 60 questions; it measures five psychological factors, namely neuroticism (N), extroversion (E), openness to experience (O), conscientiousness (C) and agreeability (A). The answer sheet of this questionnaire is based on the Likert scale (I totally disagree, I disagree, I am indifferent, I agree and I completely agree). The NEO-FFI Personality Questionnaire was conducted by Paul Costa & Robert McCrae on 208 American students at distance of three months. Its validity coefficient was between 0.83 and 0.75. The long-term validity of this questionnaire has also been evaluated (McCrae and Costa, 1983, quoted by Garousi Farshi, 2001). In the test standardization conducted by Garousi Farshi (2008) on a sample with a volume of 2000 students from the universities of Tabriz, Shiraz and Medical Sciences Universities of these two cities, the correlation coefficient of 5 main dimensions was reported to be between 0.56 and 0.87. Cronbach's alpha coefficients in each of the main factors of neuroticism (N), extroversion (E), openness to experience (O), agreeableness (A) and conscientiousness (C) were 0.86, 0.73, 0.56, 0.68 and 0.87 respectively.

Eysenck Self-Esteem Questionnaire: This questionnaire contains 30 questions aimed at measuring self-esteem. A high score is a sign of greater self-esteem. The validity of this questionnaire was 0.74 for female students and 0.79 for male students. Its reliability coefficient was reported to be 0.88 using Cronbach's alpha method and 0.87 using the half-splitting method (Hormozinejad, 2001).

Ludal et al. Career Innovation Questionnaire (1965): This questionnaire has 6 questions. The higher the score, the greater the motivation for career innovation, and vice versa. This

questionnaire is standard and has been used many times in researches, so its validity has been confirmed. In Iran, Zarghami et al. (2012) used Cronbach's alpha method to measure reliability; it was 0.812 for the Questionnaire of Creativity and Motivation to innovation in the career.

In this research, we used descriptive statistics (exponent, median, mean, variance, standard deviation, tables and diagrams) and inferential statistics (Pearson correlation coefficient and multiple linear regression). We used SPSS statistical software version 23 to analyze the data.

Results

In this section, we first examine the age and gender of the statistical population under study, which is called descriptive statistics, and in the other section, we examine the relationships between variables, which are called inferential statistics.

Table 1. Frequency distribution of age and gender

		Gender	Age
N	Valid	110	110
	Missing	0	0
	Mean	1.45	30.59
	Std. Error of Mean	.048	.485
	Median	1.00	29.00
	Mode	1	30
	Std. Deviation	.499	5.087
	Variance	.249	25.877
	Skewness	.223	1.752
	Std. Error of Skewness	.230	.230
	Kurtosis	-1.987	2.234
	Std. Error of Kurtosis	.457	.457
	Range	1	20
	Minimum	1	25
	Maximum	2	45
	Sum	159	3365

As can be seen in Table 1, out of 110 statistical samples under study, the average age and gender of them were 30.59 and 1.45, respectively; the lowest and highest numerical values of the age variable are 25 and 45 years, respectively.

Table 2: Gender status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Woman	61	55.5	55.5	55.5
	Men	49	44.5	44.5	100.0
	Total	110	100.0	100.0	

According to Table 2, the number of available data, the percentage of all available data, percentage of all valid data for women are 61, 55.5, 55.5, respectively, and for men 49, 44.5, 44.5, respectively. The cumulative frequency of the gender variable was 55.5 for women and 100 men.

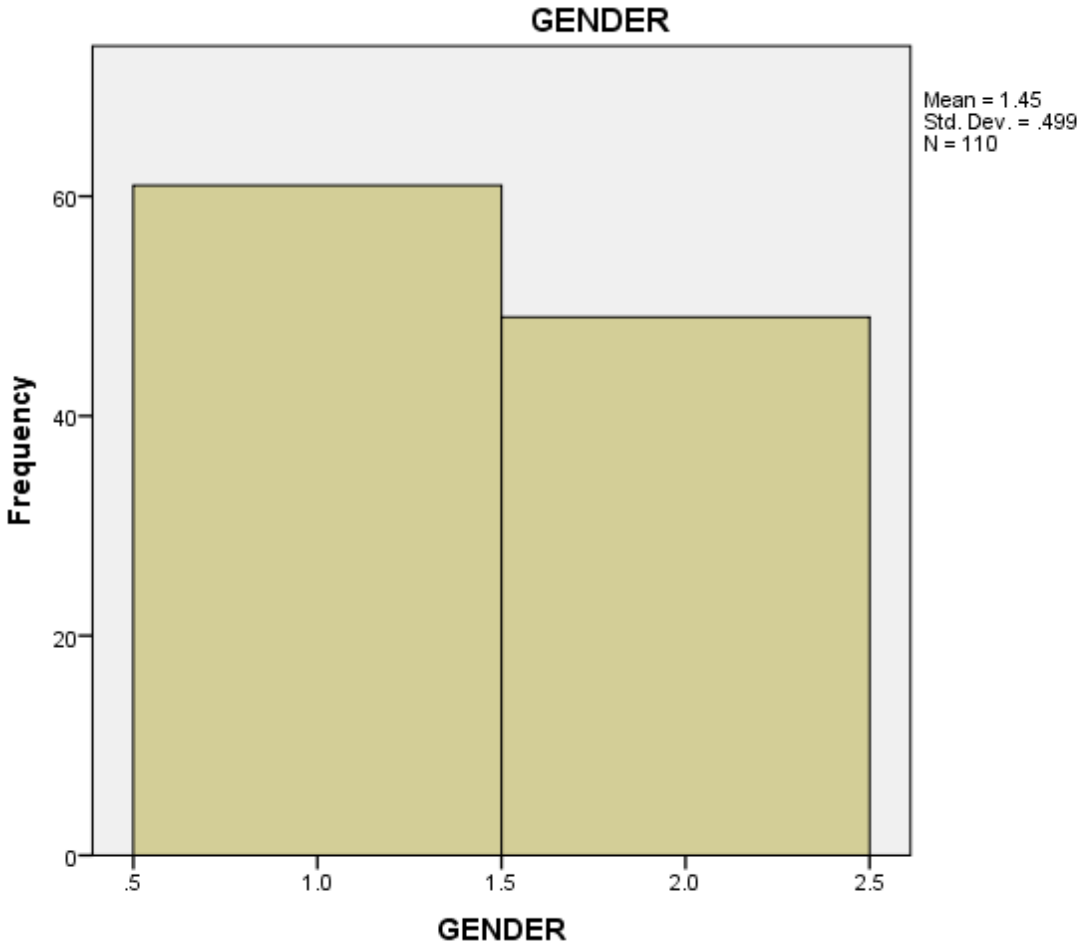
Table 3: Age status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25	8	7.3	7.3	7.3
	26	6	5.5	5.5	12.7
	27	9	8.2	8.2	20.9
	28	12	10.9	10.9	31.8
	29	22	20.0	20.0	51.8
	30	27	24.5	24.5	76.4
	31	8	7.3	7.3	83.6

32	2	1.8	1.8	85.5
34	1	.9	.9	86.4
40	5	4.5	4.5	90.9
41	3	2.7	2.7	93.6
44	2	1.8	1.8	95.5
45	5	4.5	4.5	100.0
Total	110	100.0	100.0	

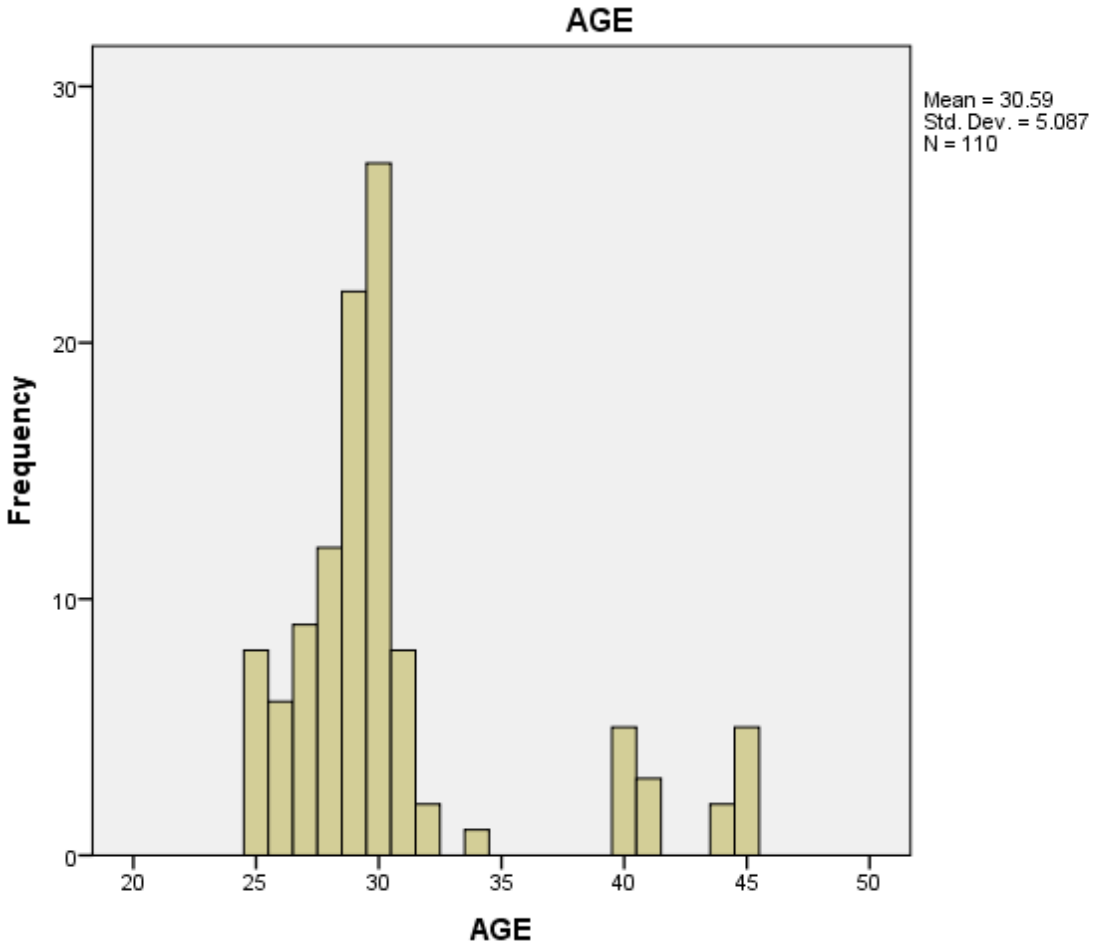
In Table 3, the values specified for the age variable are 25 to 45 years.

Figure 1: Frequent diagram of gender histogram



The diagram above shows the gender variable histogram. In the horizontal axis, the value of the gender variable and in the vertical axis the frequency has been shown. According to this diagram, the number of women is higher than that of men.

Diagram 2: Age



The diagram above shows the value of age variable histogram. In the horizontal axis, the value of the age variable and in the vertical axis the frequency has been shown. According to this diagram, most research samples are in the age range of 25 to 30 years.

Table 4: correlation of Self-esteem and career innovation

Correlations

		C.I	S.E
C.I	Pearson Correlation	1	.351**
	Sig. (2-tailed)		.000

	N	110	110
S.E	Pearson Correlation	.351**	1
	Sig. (2-tailed)	.000	
	N	110	110

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

Table 4 examines Pearson correlation between self-esteem and career innovation. According to the results, the sig score is less than 0.01 and is smaller than 0.05, so the zero assumption is rejected and the opposite assumption is confirmed. The rate of r resulting from the correlation between self-esteem and career innovation is equal to 0.35, which was statistically significant.

Simultaneous multivariate linear regression analysis was used to investigate the prediction of career innovation based on personality traits and self-esteem.

Table 5: Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.570[a]	.325	.286	2.335

a. Predictors: (Constant), C, N, S.E, O, E, A

b. Dependent Variable: C.I[1]

According to Table 5, the correlation coefficient (0.57) and the determination coefficient (0.32) as well as the corrected determination coefficient (0.28) have been calculated. According to the corrected determination coefficient, the subscales of neuroticism, extroversion, openness to experience, agreeableness, conscientiousness and self-esteem predict 28% of career variance.

[1] Career Innovation (C.I)

Table 6: ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	270.743	6	45.124	8.278	.000[b]
	Residual	561.475	103	5.451		
	Total	832.218	109			

a. Dependent Variable: C.I

b. Predictors: (Constant), C, N, S.E, O, E, A

According to the information in Table 6, the sig score is less than 0.01 and is less than 0.05. As a result, the null hypothesis is rejected and the opposite assumption is confirmed.

Table 7: Predicting career innovation based on personality traits and self-esteem

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.010	4.362		1.149	.253
	S.E	.416	.110	.314	3.786	.000
	N	.018	.122	.012	.149	.882
	E	.251	.065	.325	3.847	.000
	O	-.066	.068	-.083	-.978	.330
	A	.009	.065	.012	.135	.893
	C	.186	.062	.254	2.991	.003

a. Dependent Variable: C.I[2]

Analysis of the results and significance level shows that in the factors of predicting career innovation, factors of self-esteem has a significance level less than 0.1, extroversion has a

significance level less than 0.01 and conscientiousness has the significance level less than 0.01 and smaller than 0.05.

By increasing a standard deviation in the self-esteem score, the score of the career innovation will be increased by 0.31 of standard deviation.

By increasing a standard deviation in the extroversion score, the score of the career innovation will be increased by 0.32 of standard deviation.

By increasing a standard deviation in the conscientiousness score, the score of the career innovation will be increased by 0.25 of standard deviation.

Discussion and conclusion

We conducted this research to investigate the relationship between personality traits and self-esteem on the one hand and career innovation in employed people. The first finding obtained from the present research, according to Table 4, showed that there is a significant relationship between self-esteem and career innovation. This means that the higher a person's self-esteem, the more successful he or she can be in his or her career, innovation, and creativity. Then, according to Tables 5, 6, and 7, the factors of self-esteem and, from five major personality traits, extroversion and conscientiousness, are able to predict career innovation. As a result, employees with self-esteem and extroversion, as well as conscientiousness, have a greater share in the production of career innovation. So far, no research background has been found that directly examines the relationship between personality traits and self-esteem on the one hand and career innovation in employed people on the other .The results of this research are different from other research results in terms of population, statistical sample and implementation method. However, we can refer to some examples of similar researches. In a research, Leutner et al. (2014) examined the relationship between entrepreneur's personality and five major personality factors. The results showed that extroversion and agreeableness could predict the entrepreneur's personality. The results showed also that narrow personality traits could better predict entrepreneurship. To be an entrepreneur, one has to have genius, initiative and innovation. According to the results of the above study, extroversion, like the result of the present research, was able to predict entrepreneur's personality and career innovation, and they are similar in this respect. But in the present research, agreeableness

failed to predict career innovation. They are different in terms of statistical population because the statistical population of the present research was employed people and in the above study, which is a review study, several populations are found. Also in terms of variables, in the present research, in addition to the variable of five major personality factors, we used the self-esteem variable to predict its relationship with career innovation; but the above research has used the variable of five major personality factors and narrow personality traits to examine the relationship with the entrepreneur's personality.

Sung et al. (2009) examined whether five major personality factors affect individual creativity. They dealt with the moderating role of extrinsic motivation. The results showed a positive and significant relationship between openness to experience and extroversion on the one hand and creative career performance on the other. The positive relationship between openness to experience and creativity was stronger when the individual had a stronger extrinsic motivation. The factor of agreeableness, only when one's extrinsic motivation was low, was a positive predictor of creative performance. Extroversion, like the result of our research, was able to predict creative and innovative performance, which in this respect was similar to our study. They are different in terms of statistical population because our population under study was working people, and in the above study, the statistical population consists of students. In terms of variables, the above research, in addition to the variable of five major personality factors, has used the variable of creativity and extrinsic motivation to predict creative performance.

Career innovation in employed people requires the existence of some personality traits and components that can estimate innovative and creative behavior, methods and ideas. According to the results, extroversion is of particular importance. According to Carl Jung, extroverts focus their psychological energy on the outside events and world. Consequently, the key to the success of extroverts can be a result of interactions with the outside world and individuals, as well as discussion.

An individual has developed an image or an idea in his mind reflects his creative and innovative project. The next step is to present that image or idea, organize it, and create the right place for business interactions and making sense. In other words, this presentation requires the development and improvement of a dialogue between the Conceptual and experiential self along with the production and cultivation of that project (Thomas, 2020).

Self-esteem is also a valuable component. People with high self-esteem perform better and with better quality in most aspects of life, because self-esteem gives them the potential and strength to better present themselves and their ideas. Therefore, in order for organizations and companies' need of initiative and innovation, the managers and entrepreneurs should pay attention to the personality and self-esteem characteristics of the people who are employed, so that they can form innovative and creative groups and organizations to follow the path of development and progress.

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