

Executive Personality among Management and Commerce Students

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ABSTRACT

The personality profile of a successful executive is one of the creative, intelligent, all adjusted, emotionally stable and quick in decision making. Keeping these facts, the present study was to investigate the Executive Personality among Management and Commerce Students. The sample of the present study consist 100 students (50 Management and 50 Commerce Students) taken from the Post Graduate Students of Management and Commerce Departments, Yogivemana University Campus, Kadapa city. Purposive sampling technique was used. Executive Personality Scale developed by B. L. Deubey and Padma Dwivedi (2009) was used for data collection. Data were analyzed by using descriptive statistics such as Mean, SD's and inferential statistics such as t-test. Results are discussed under lightening of psychological interventions.

Key words: *Executive Personality, Management and Commerce Students.*

Executive Personality: *The personality profile of a successful executive is one of the creative, intelligent, all adjusted, emotionally stable and quick in decision making (Dubey et.al,1980,1982,1982a,1988).*

Personality Variables/Dimensions are:

- A) Conversion:** It measures tendency to be outgoing, carefree, easy going, and aggressive.
- B) Psychotiesim:** This shows a tendency to exhibit a variety of socially acceptable and behavior patterns and a high score does not a mean psychotic process.
- C) Emotional Instability:** Under stress, some persons show a variety of symptoms which persist for unusually long periods of times and a high score means a tendency to develop such symptoms under stress.
- D) Depression:** many persons under stress develop symptoms like feelings of sadness, psychomotor retardation, helpless and hopeless. Higher the score, greater is the tendency to show such symptoms during stress.
- E) Social Desirability (Lie scale):** This is tendency to give socially desirable responses rather than real. It consists of "too-good-to-be-true" items and a high score means that the individual has tendency to appear in a favorable light.

7 personality traits of successful executives: Strong senior executives don't make it to the top by chance. As they work their way up the corporate ladder, they acquire the right mix of skills and experience to succeed in higher leadership positions.

But why do some leaders plateau while others go on to become successful senior executives? It all comes down to core competencies, or the innate personality traits that drive a leader's behaviors and motivations.

In assessing tens of thousands of candidates for leadership positions, Out Match has determined that top executives share 7 distinct personality traits that make them successful leaders of companies.

1. Visioning: When someone first transitions into leadership, they oversee team members and roll out new initiatives, but at the highest level of leadership, they're responsible for defining the overall vision and strategy for the company.

2. In-depth problem solving and analysis: Because decisions at this level impact the fate of the company, the ability to carefully evaluate information against possible courses of action is essential. This competency helps leaders find good solutions to difficult problems.

3. Championing change: The ability to transform ideas into action begins with organizational support and buy-in. Without it, important change initiatives will stagnate, people will question the leader's ability to execute, and stakeholders will lose faith in the company's potential for growth.

4. Driving for results: Driving for results is all about making things happen. After the vision has been defined, it must be set in motion. This competency drives leaders to challenge the status quo and strive for new levels of economic performance, resource efficiency and more.

5. Influencing and persuading: Convincing others to adopt a course of action requires sharp communication skills and a persuasive argument, but this competency targets a leader's ability to connect with others and generate enthusiasm for new ideas.

Statement of the Problem: An attempt is made in the present investigation to study on Executive Personality among Management and Commerce students.

Objectives of the Study:

1. To study whether there are any significant differences between Male and Female students in their Executive Personality.
2. To examine whether there are any significant differences between Management and Commerce students in their Executive Personality.
3. To examine whether there are any significant differences between Urban and Rural students in their Executive Personality.

In order to realize the above objectives, the following Hypotheses are formulated to be tested in the present investigation..

Hypotheses:

1. There would be significant difference between Male and Female students in their Executive Personality.
2. There would be significant difference between Management and Commerce students in their Executive Personality.
3. There would be significant difference between Urban and Rural students in their Executive Personality.

Population: In the present sample the data is calculated from the Post Graduates Students of Management and Commerce Departments from Yogivemana University Campus, Kadapa city, constituted transmitting the population of the study.

Table I: Socio-Demographic details of the sample

S.No	Variable		N	Percentage
01	Gender	Male	50	50
		Female	50	50
02	Location	Urban	50	50
		Rural	50	50
03	Subject	Management	50	50
		Commerce	50	50

Independent Variables: Gender, Subject and Location.

Dependent Variable: Executive Personality

Tool used:

Executive Personality Scale (EPS):

The Executive Personality of the 100 sample was assessed by using Executive Personality Scale developed by B. L. Deubey and Padma Dwivedi (2009). It consist of 50 statements with 2 response categories namely Yes and No respectively. The minimum and maximum possible scores on the scale are 01 and 50 respectively.

Procedure: The investigator made the sample individually, by distributing the inventories and explained the significance of the study and also explained to them as to how they should respond to the items. The data is obtained from 100 samples and the responses are scored accordingly and it constitutes the data for the study.

Research Design: As there are four independent variables in the study and each variable is varied into two ways a 2×2×2 factorial design was employed.

Statistical Analysis: The obtained data are quantitatively analyzed using descriptive statistics such as Mean, SD and Inferential statistics such as t-test. Where ever necessary and the results are presented in the following pages.

Results and Discussion: The obtained data are quantitatively analyzed to test the hypotheses and the results are presented in the following pages.

Hypothesis – I: There would be significant difference between Male and Female Students in their Executive Personality.

Table – II: Shows the means, SD's and t – value for the sub-variable gender regarding Executive Personality.

Sub-Variable		Mean	SD	t-value
Gender	Male	25.76	4.06	0.94@
	Female	26.97	5.85	
Note: @ indicate not significant				

An observation of Table-II clearly indicate that the Female students has obtained high mean value of 26.97 with SD 5.85, whereas male students has obtained low mean value of 25.76 with SD 4.06, it is clearly indicate that the male students experience holding executive Jobs than their counter parts. From Table – II they obtained t-value 0.94 is less than the table value 2.66, which indicate not significant. *Hence, the Hypothesis- I i.e. there would be significant difference between male and female students in their Executive Personality is rejected.*

Hypothesis – II: There would be significant difference between Management and Commerce Students in their Executive Personality.

Table – III: Shows the means, SD's and t – value for the sub-variable subject regarding Executive Personality.

Sub-Variable		Mean	SD	t-value
Subject	Management	21.08	3.58	2.75 *
	Commerce	30.39	5.4	
Note: * indicate significant @ 0.05 level				

An observation of Table-III, clearly indicate that the commerce students has obtained high mean value of 30.39 with SD 5.4, whereas Management students has obtained low mean value of 21.08 with SD 3.58, it is clearly indicate that the Management students experience holding Executive Jobs than their counter parts. From Table – III they obtained t-value is 2.75 greater than the table value 2.66, which indicate that significant @ 0.05 levels. *Hence, the Hypothesis- II i.e. there would be significant difference between Management and Commerce Students in their Executive Personality is accepted.*

Hypothesis – III: There would be significant difference between Urban and Rural Students in their Executive Personality.

Table – IV: Shows the means, SD's and t – value for the sub-variable location regarding Executive Personality.

Sub-Variable		Mean	SD	t-value
Location	Urban	20.57	3.31	3.52**
	Rural	29.37	4.85	
Note: ** indicate significant @ 0.01 level				

An observation of Table –IV, clearly indicates that the Rural Students has obtained high mean value of 29.37 with SD 4.85, whereas the Urban Students has obtained low mean value of 20.57 with SD 3.31. It is clearly indicate that the Urban Students experience holding Executive Jobs than their counter parts. From Table-IV, obtained t-value 3.52 is greater than the table value 2.66, which indicate that significant at 0.01 levels. *Hence, the Hypothesis – III i.e. there would be significant difference between Urban and Rural Students in their Executive Personality is accepted.*

Conclusions:

Following conclusions are drawn from the obtained results.

1. There is no significant difference between Male and Female students in their Executive Personality.
2. There is a significant difference between Management and Commerce students in their Executive Personality.
3. There is a significant difference between Urban and Rural students in their Executive Personality.

Suggestions for further studies: The study is educated micro level, therefore it is required to conduct a comprehensive level studies for the proper generalizations. The assessment of several groups is required like culture, Religion, illiterate and economically rich.