

Birthorder as Determinant of Personality Traits among Employees

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Abstract

Human personality in relations to human behaviors like job attitudes, interpersonal relations and natural determinants of behaviours as genetics, are key research features. Personality and birthorder has great impact on human behaviour. Previous research has concluded the influences of birth order on human performance. The objective of Present study is to explore the impact of birth order on the personality of employee. A sample of 100 professionals: 65 males and 35 females were taken from different professions Convenient sampling method was used. Five traits questionnaire (Fincham & Rhodes, 1999) was used to measure personality and birth order. The findings suggest that birth order show variations in personality traits. but no professional differences were found in this study. First born are more conscientious and are less agreeableness, while middle born are more agreeable and less neurotic and last born are more extroversion and open to new experiences. Our results explored that gender only vary in agreeableness personality trait as females are more agreeable than male employees. These findings implies that awareness training programs should be arranged for social and educational setup to provide career counseling with regard to personality grooming. We conclude that birth order influences personality and people attitudes, it is essential to acknowledge everyone in social and workplace setup.

Keywords: Birth order, conscientiousness, agreeableness, neuroticism, extroversion.

1. Introduction

Birth order is an ancient phenomenon; first research was done by Sir Francis Galton (1874). Psychologists and social scientists are interested in personality studies participated in birth order research. The aim of this study is to measure the impact of birth order on personality traits among employees. In Pakistan, selection of profession don't depend on the persons' interest or related to their personality traits here people are just following the trend or select any profession under the pressure of family that's why their competency in particular field suffer.

1.1. Personality

Personality is defined as individual differences in, feeling, thoughts and behavior. "The characteristics that makes a person unique" (Weinberg and Gould, 1999). Personality development takes place at home. The Big Five factor (Fincham & Rhodes, 1999) theory represents taxonomy (classification system) of personality traits that some personality psychologists suggest capture the essence of individual differences in personality. The Big Five factors are: Extraversion vs introversion, Agreeableness vs antagonism, Conscientiousness vs undirectedness, Neuroticism vs emotional stability and Openness to experience vs not open to experience.

1.2. Birth order

Adler (1964) was believed that birth order influence personality. He argued that birth order often can leave an indestructible impression on the individual's lifestyle, which is a way of dealing with the friendship, love, and work. First born children are mostly serious, conscientious, directive, goal-oriented, aggressive, conservative, organized, responsible, jealous, fearful, high achieving, competitive, high in self-esteem, and anxious and they are natural leaders and have strong verbal skills. They learn the concept of power at very young age and this can be expressed in their desire to help. Protect and lead others. Younger siblings often idolize the first born, putting the first born in a position of leader of the children of the family.

1.3. Middle born children

Alfred Adler (1964) believed that the middle or second born child or children often have the sense of not belonging and they feel squeezed between older children who have already found their place and younger children who seem to receive more love and attention. They fight to receive attention because they feel many times ignored and become discouraged, depressed, lonely due to viewing themselves as unloved and neglected. They are highly compromising, easy going, friendly and helping for others. They are often believed to be natural

mediators. They may have an even-temper and a take it or leave it attitude.

1.4. Youngest

The youngest child of the family is viewed as the party animal. They are also thought of as the baby of the family and they are adventurous, easy-going, empathetic, sociable and innovative and a delightful friend. The youngest child is often "pampered" more than the other siblings. According to Adler, "Pampering" can lead to dependence, and selfishness as well as irresponsibility when they enter in adulthood. Youngest children may become manipulative and control-seeking if their parents, siblings or other peers are overbearing or bossy.

1.5. Only children

They are the center of attention and great care. Adler (1964) believed that they may be pampered and spoiled by their parents, particularly by the mother. He suggested that this could cause later interpersonal difficulties if the person is not universally liked and admired. Only children learn to depend on their ownself. They are naturally introverted but show extroverted qualities if he or she wishes to make friends. They are highly responsible, well organized, serious, conscientious, conservative and they like to be lonely except they found some partner having same characteristics as they have.

2. Literature Review

Frank Sulloway, a professor at the University of California Berkeley states that birth order has influence on personality. Study which was done on group of 5000 subjects from 5 different countries shows that first-born children are less extroverted and less open to new experience as compared to last-born who are rebellious (Steve Connor, 2007). Research on a group of 50 college students found that first-born are mature, independent, intelligent, and good leaders and middle-born children are carefree, humorous, easygoing, friendly, and sensitive and last-born children are friendly and disobedient (Wilson, 2009).

Healey and Ellis (2007) investigated differences between first born and second born siblings on the personality characteristics through two surveys. In both studies, they found that birth-order effects on personality. Both first born and second born children are born in the same family but both showed different personality traits.

Linda Blair, a psychologist, states that middle-born are diplomatic and compromising. Last-born children are more outgoing people who enjoy being the center of attention. They are rebellious because it is easier for them to break the rules. She states that only children are perfectionists and are good at planning, and organizing (Blair, 2011). Carl Pickhardt's study shows that only children are more controlling because they are anxious about committing mistakes. They are also early-maturing because they spend more time with adults (Pickhardt, 2009). Research on birth order affects personality shows that oldest-born children are perfectionists and high achievers, middle-born children are independent and secretive, and last-born children are outgoing and extroverted (CBS News, 2010).

3. Research Methodology

3.1. Objectives of Study

The main objectives of this study are given below:-

1. To explore the influence of birth order on the personality of employees
2. To explore the difference of personality traits among employees of different professions.

3.2 Hypothesis

1. Birth order has significance impact on the personality of employees
2. Personality will vary in term of professions among employees.

3.3 Sampling Method

A sample of 100 employees (male and females) was selected randomly within range of 30-50 years age. Participants were taken from a major area of Multan.

3.4. Estimation Technique

Five point Likert scale (Five-factor inventory developed by Fincham & Rhodes 1999) was used to measure personality traits of employees. It measures five dimensions of personality, i.e. Extroversion, Neuroticism, Openness to experience, Agreeableness and Conscientiousness. Inventory is comprised of 60 adjectives with 5 preferences or options for responses; strongly disagree, disagree, neutral, agree and strongly agree.

3.5. Procedure

The study was conducted on male and female employees from different fields. Approval for the study was obtained from the institutional administration. The study was conducted through the use of questionnaires.

Participants were contacted upon arrival at their working place and institutions and were asked to participate in the study. Prior to recording the views of participants, they were briefed about the purpose of this study. The participants were assured that the data would be confidential and would not be disclosed to any one except using in this study. Persons agreeing to participate were asked to complete the questionnaire which consisted of 60 items.

4. Data Analysis

The data collected from sampling population are given in the table for analysis

Table 1(a) One Way Analysis of Variance of personality types and birth order among adults

Personality types	Source of Variation	SS	df	MS	F	P
extroversion	Between Groups	353.320	2	176.660	27.25	.000**
	Within Groups	628.680	97	6.481		
	Total	982.000	99			
neuroticism	Between Groups	250.777	2	125.389	19.63	.000**
	Within Groups	619.333	97	6.385		
	Total	870.110	99			
openness	Between Groups	443.712	2	221.856	21.90	.000**
	Within groups	982.478	97	10.129		
	Total	1426.190	99			
Agreeable	Between groups	688.087	2	344.043	26.65	.000**
	Within groups	1251.913	97	12.906		
	Total	1940.000	99			
Conscientiousness	Between groups	505.230	2	252.615	17.37	.000**
	Within groups	1410.560	97	14.542		
	Total	1917.790				

Note. N(100)Note. **P<.005

The table 1(a) shows that adults belonging from different birthorder shows differences in personality traits.

Table 1(b) Multiple Comparisons for birth order of adults on personality types

Personality types	Birth order (i)	Birth order (j)	Mean Difference (i-j)	Standard Error	P
Extroversion	First born	Middle born	1.762	.618	.005*
		Lastborn	-2.754	.652	.000**
	Middle born	Last born	-4.515	.613	.000**
Neuroticism	First born	Middle born	3.782	.614	.000**
		Last born	2.758	.647	.000**
	Middle born	Last born	-1.024	.608	.000**
openness	First born	Middle born	-2.105	.773	.000**
		Lastborn	-5.341	.766	.008
	Middle born	Last born	-3.236	.766	.000**
agreeableness	First born	Middle born	-5.210	.872	.000**
		Last born	5.529	.920	.730
	Middle born	last born	5.529	.864	.000**
conscientiousns	First born	middle born	1.808	.926	.054
		Last born	5.606	.977	.000**
	Middle born	Last born	3.800	.918	.000**

Note. N(100)Note P*<0.05

Table(1b) reflect multiple comparison values that shows there is significant difference in the personalities of adults belonging from different birth order.

Table 2(a) One Way Analysis of Variance of personality types and professions among employees

Personality types	Source of Variation	SS	df	MS	F	P
extroversion	Between Groups	13.572	3	4.524	.448	.719
	Within Groups	968.428	96	10.088		
	Total	982.000	99			
neuroticism	Between Groups	38.372	3	125.389	1.476	.226
	Within Groups	831.738	96	8.664		
	Total	870.110	99			
openness	Between Groups	129.829	3	43.276	3.205	.027
	Within groups	831.738	96	13.504		
	Total	1426.190	99			
Agreeable	Between groups	113.782	3	37.927	1.994	.027
	Within groups	1826.218	96	19.023		
	Total	1940.000	99			
Conscientiousness	Between groups	505.230	3	46.529	2.515	.063
	Within groups	1410.560	96	18.502		
	Total	1915.790	99			

Note. N(100) $p^* < .005$

Table 2(a) shows no great difference in the personalities of employees belonging from different professions.

Table 2 (b) Multiple Comparisons for professions of adults on personality types

Personality types	profession (i)	Profession (j)	Mean Difference (i-j)	Standard Error	P
openness	Engineers	Accountants	-3.463	1.177	.004
		Accountants	-2.763	1.209	.024
		mbs		1.209	.026
	Accountants	Teachers	-2,286		
		Engineers	3.463	1.177	.004
		Accountants	.700	1.194	.559
	Accountants	teachers	1.777	.995	.240
		engineers	2.763	1.209	.026
		MBAs	-.700	1.194	.240
	Teachers	teachers	.477	1.032	.645
		engineers	2.286		
		accountants	-1.177	1.012	.026
	accountants	-.477	.995	.240	
	MBA s		1.032	.645	

Note. N(100) Note $p^* < 0.05$

In Table 2 (b) the multiple comparison shows that there is no great difference present in the personalities of adults belonging to different professions but personality of engineers are some different from the personality of accountants specially in the personality trait of openness towards new experience.

Table 3 Mean, Standard Deviations and t value of scores of male and female employees on personality

Personality	gender	N	M	SD	T	p
Extroversion	Male	65	29.85	3.261	.199	.839
	Female	35	29.71	2.976		
Neuroticism	Male	65	15.94	3.152	-1.13	.261
	Female	35	16.60	2.569		
Openness	Male	65	28.83	3.955	-2.83	.770
	Female	35	29.06	3.531		
Agreeable	Male	65	27.94	4.697	-2.73	.003
	Female	35	30.40	3.389		
Conscientiousness	Male	65	31.12	4.498	-.826	.403
	Female	35	31.89	4.227		

Note. N(100) $P^* < 0.05$

The values shows that there is no significant difference in the personalities of male and female but difference lies in the ability of agreeableness between males and females. The value shows that females are more agreeable than males.

Figure 1 Difference in personality traits among male and female

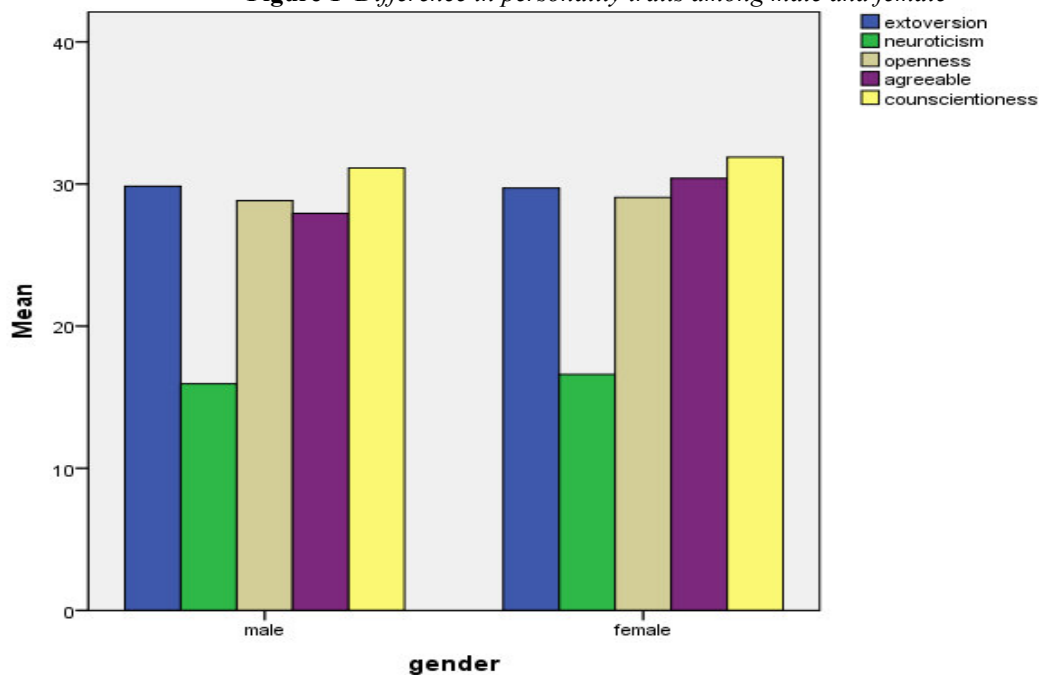


Figure 1 shows no significant difference in the personality traits of male and females except in agreeableness, females are more agreeable than males.

Figure 2 Difference in personality traits among adults having different birth order

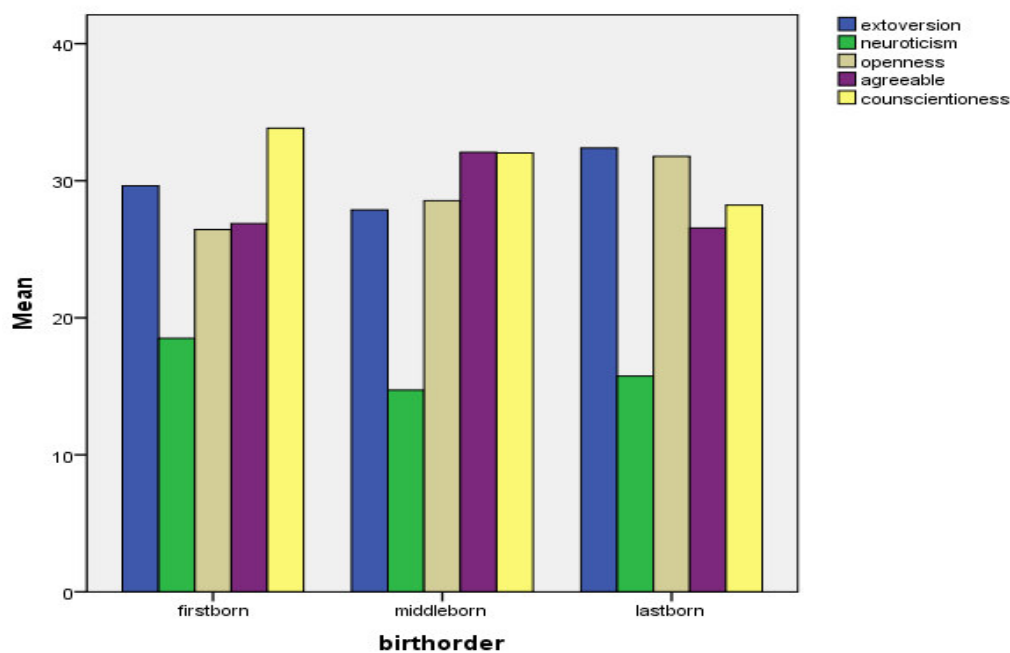


Figure 2 shows significant difference in the personality traits of adults belonging from different birth order. First born are more conscientious and shows less agreeableness, while middle born are more agreeable and less neurotic and last born adults shows more extroversion and they are more open to new experiences.

4. Findings and Results

The purpose of this study is to measure the effect of birth order on the personality of male and female adult employees. People born as first born, middle, last born and as only child and this birth order has influence on their personality. This study is a unique in a sense that in Pakistan the researches on birth order are very few. In this country the selection of profession does not depend on the personal interest or related to their personality traits. In Pakistan people are just following the trend or select any profession under the pressure of family that's why their competency in relevant field is suffered and they could not make innovation. The findings of this study explain the effects of birth order on the personality of people. Hypothesis 1 of this study was birth order has

significant effect on the personality types among employees. The findings shows that there is difference present in the personalities of people belonging from different birth orders, the adults belonging from different birth order such as first born, middle born and last born they vary in their personality traits. The table 1 shows significant difference in the personality traits of adults belonging from different birth order. First born are more conscientious and shows less agreeableness, while middle born are more agreeable and less neurotic and last born adults shows more extroversion and they are more open to new experiences. The findings of this study which shows variation in the five personality traits such as extroversion, neuroticism, openness, agreeableness and conscientiousness of the adults belonging from different birth order and it is also clearly shown in Figure 2. Hypothesis 2 of this study was personality will vary in terms of gender and professions among employees. The table 2 shows that there is no major difference in personalities of people from different professions but engineers shows high level of conscientiousness as compared to other professionals, and the difference on gender basis lies mainly in the ability of agreeableness, females are more agreeable as compared to males as it is shown in Figure 1.

5. Conclusion

The findings of this study shows significant differences in the personalities of first born middle born and last born adults but results shows no great difference or variations in personalities in terms of gender and profession. Our results shows only difference in agreeableness females are more agreeable than males. It shows flexibility in the personality of female vis-à-vis male, It may be natural or due to cultural influence because in some societies particularly in Pakistan male dominance is accepted traditionally. However, growing education among female and their participation in vital services have to some extent reduce this trend.

6. Recommendations

The training programs should part of education to provide basics for linking personality with their selection of future professions. Better personality assessment can ensure best organizational fit into best organizational performance. These findings implies that awareness training programs should be organized for social and educational setup to provide career counseling with regard to personality. As regards to birthorder influence personality and people attitudes, it is essential to understand and acknowledge everyone in social and workplace setup. The findings of this work are intended to encourage further investigation into various cultures, self-esteem, intelligence, and job related attitudes.

7. Limitations of Study

The study is based on small sample as it was taken from Multan city only, so more data and sample size increase is required to explore more deeply the differences in personalities on professional basis. Moreover, the demographic variables, socioeconomic status, family system and income also be included in future research and results should be analyzed on the basis of these variables.

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