

# Effectiveness of Employee's Personality Test in Mitsubishi Heavy Industries India Precision Tools Ltd at Ranipet- Vellore District

<sup>1</sup>Dr. P. Pugazhendhi & <sup>2</sup>Dr. K. Murugan

<sup>1</sup>Assistant Professor of Commerce, Sri Sankara Arts and Science College, (A)Enathur, Kanchipuram (India)

<sup>2</sup>Assistant Professor of Commerce Sri Sankara Arts and Science College, (A), Enathur, Kanchipuram (India)

## ARTICLE DETAILS

### Article History

Published Online: 03 Oct 2018

### Keywords

Personality test, Temperament, Psychological, Behavior, Workplace

### \*Corresponding Author

Email: pugazh.sha[at]gmail.com

## ABSTRACT

An organizations strive to maintain competitiveness and survive in an ever changing and dynamic market environment, our human capital (people) have never been of such importance to organizational success. Through selecting, recruiting, training and harnessing the right talent, competitive advantage may be achieved. The study was carried out at Mitsubishi Heavy Industries India Precision Tools Ltd. The study is related to the effectiveness of Employees personality test. And data was taken by the employees to know their various Personalities in this organization.. In depth research into organizations that utilize the personality testing were conducted and their opinions and results of personality testing as an effective selection tool were reviewed. The organizations may monitor and compared to those organizations that utilize the better personality testing for the more improvement of employees to better result.

## 1. Introduction

Personality is what makes a person a unique person, and it is recognizable soon after birth. An employee'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.

### 1.1. 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 them in the most favorable, or unfavorable. This limitation, 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 behavior 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 behavior. 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 behavior and descriptions of previous behavior 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 the lack the empirical objectivity of a score on a test, nevertheless, the selection interview 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 Mitsubishi Heavy Industries India Precision Tools Ltd.

### 1.2 Need For The Study

- The study was mainly undertaken to identify the level of Employees Personality at **Mitsubishi Heavy Industries India Precision Tools Ltd.**
- 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

### 1.3. Objectives Of The Study.

- The studies take an employee's talent, training, experience, and achievement.

- To study assessing the employee's actions in regard to a wide range of personal skills, abilities, and interests.
- To assessments are graded, that exercises that generate individual personality in the organization.
- To study relationship between performance and compensation of employees in Mistshubhi ltd.

#### 1.4. Limitations of the study

- Not able to collect more information from the Employees due short time.
- Some employees may afraid to give information's.
- Little information is biased.
- As the study size is small, it may not actually represent the whole employees in the organization.
- The whole population cannot be studied due to Selection of limited Samples

## 2. Research Methodology

Research methodology is a way to solve the research problem in a systematic manner. It may understand as a science of studying how the research is done significantly. The methodology may differ from problem to problem, yet the basic approach towards the research remains the same.

### 2.1 Research Design

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. While deciding about the method of data collection, there are two types of data collection:

- Primary data
- Secondary data

### 2.2. Primary Data

The primary data are those which are collected afresh and for the first time, and thus happen to be original in character.

### 2.3 Secondary Data

Secondary data is either being published data or unpublished data. The secondary data is collected by newspapers, company journals, magazines, websites etc.

### 2.4 Sample Size

About 100 sample are taken in **MITSUBISHI HEAVY INDUSTRIES INDIA PRECISION TOOLS LTD**

### 2.5 Sampling Technique

Sampling is that, where only a few unit of population under study are considered for analysis. In this study simple random sampling techniques was used to select the samples.

- Percentage method
- Weighted average
- Correlations analysis

#### Percentage method

The percentage procedure provides statistics and graphical displays that are useful for describing many types of variables. The percentage procedure is a good place to start

looking at your data. For a percentage report and bar chart, you can arrange the distinct values in ascending or descending order, or you can order the categories by their percentage report can be suppressed when a variable has many distinct values. You can label charts with percentage. In this research Percentage method test was used. The following are the formula.

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

#### 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:

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

Where

X- Reason for repurchase  
Y-Preference of respondent

## 3. Organisation/ Company Profile

Mitsubishi Heavy Industries India Precision Tools Limited is one of the World's leading manufacturers of Gear Cutting Tools and Broaches in India with latest Technology. The pioneer in India to introduce the latest 'Drycut' technology in Gear Cutting Tool. Mitsubishi Heavy Industries Machine Tool Co., Ltd. acquired S.R.P Tools Ltd., a 42 year old company and the leader in manufacture of gear cutting tools and broaches in the country, in May 2005 and thus Mitsubishi Heavy Industries India Precision Tools Limited(MHI-IPT) was formed. This Unit is now functioning as a subsidiary of Mitsubishi Heavy Industries Machine Tool Co., Ltd. Mitsubishi Heavy Industries Precisions Tools Ltd is Located at Ranipet in Sipcot. It has spread over in large area that is more useful for the expansion for the company. Since it is located in the SIPCOT. It has all the facilities like availability of raw materials, Power, transportation, Labor and emergency facilities like hospitals, Fine service, etc.

### 3.1 History:

1965 - SRP Tools Limited (MHI) started the factory at Chennai from the manufacturing of conventional cutting tools.

1972 - Signed an agreement with MHI, Japan.

1973 - SRP team visited Mitsubishi Heavy Industries, Japan and learned the Technology from them.

1974 - SRP Started its factory at Ranipet from the production of HOBS, Pinion Cutters and Broaches.

1979 - SRP teams visited MHI, Japan for the second time and learned the technology for gear shaving cutters.

1981 - Started Gear shaving cutter production plant at Ranipet.

1985 - Started to produce Rotary Conflux cutters for straight Belt gears.

1990 - Obtained ISO 9001 – 1987 Certificate for Gear cutting tools.

2005 - MHL, Japan acquired the shares of SRP Tools and company name changed into Mitsubishi Heavy Industries Precisions Tools Limited (19<sup>th</sup> October 2005)

2005 – November – Factory expanded operate Machinery in new Building integrated the Chennai factory into Ranipet factory.

2006 – Machine tools room planned to open.

### 4. Review of literature

Schneider and Dachler (1978) found that, over time, satisfaction with a job remains unusually stable, which made them believe that it was people's personality that affected their satisfaction with their job, rather than other variables. 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. Furnham and Zacherl (1986) in a study examining the relationship between Eysenck's personality traits and job satisfaction found that extraversion correlated positively with overall job satisfaction, whereas neuroticism showed negative correlations with some aspects of job satisfaction. Zapf (2001) also concluded that personality factors play an important role in job satisfaction. Heller et al. (2002) in their study found correlations of the personality traits with self-rated job satisfaction to be moderate and significant, especially for neuroticism. They further noted that the essentially negative nature of neurotic individuals, the predisposition of extraverts to the experience of positive emotions and the general work-involvement tendency that characterizes conscientious individuals suggest links between these factors and job satisfaction. In their study, Rabinowitz et al. (1977) referred personal and environmental variables to determine job involvement, whereas McKelvey and Sekaran (1977) considered personal attributes to better predict job involvement (as cited in Liao and Lee, 2009). Sekaran and Mowday (1981) believed that job involvement is greatly influenced by human psychological factors. Individual is thought to own a certain amount of desire or value, and hence they tend to work harder or more involved in their jobs in order to fulfil their demand or values. Any changes in individual's possession of certain values or personal characteristics will drive their level of job involvement to vary.

Diefendorff et al. (2002) noted that job involvement and employee happiness are positively correlated. According to the study by Mudrack (2004), most of the researches assume level of job involvement to be highly dependent on the attribute of employee.

### 5. Data Analysis and Interpretations

In this Data Analysis and interpretation is the captured data from the qualitative research is presented, analyzed, and interpreted in a systematic manner as the next step of the research process. The documentation and analysis process aimed to present data in an intelligible and interpretable form in order to identify trends and relations in accordance with the research aims.

**Table No 5.1**  
**Personality of the Respondents**

Options	No of Respondents	%
Extraversion	32	32.0
Agreeableness	20	20.0
Conscientiousness	6	6.0
Emotional Stability	6	6.0
Openness To Experience	36	36.0
<b>TOTAL</b>	<b>100</b>	<b>100.0</b>

Source: Primary Data

**Inference:** From the Table shows that out of 100 employees, 36 % of the respondents of them are openness to experience. 32% of the respondents are extraversions personality,. 20% of respondents are agreeableness personality.

**Table NO 5.2**  
**Job involvement of the respondents**

Options	No of Respondents	Percent
Strong Involvement	74	74.0
Involvement	26	26.0
Total	100	100.0

Source: Primary Data

**Inference:** From the above table it is inferred that out of 100 employees, 74% of the Respondents are strong involvement in jobs. Reaming 26 % of the people feel involvement in jobs. None of them feels poor and average.

**Table No 5.3**  
**Job Satisfaction**

S.No	Options	No of Respondents	Percent
1	Satisfied	64	64.0
2	Highly Satisfied	20	20.0
3	Dissatisfied	10	10.0
4	Highly Dissatisfied	6	6.0
	<b>TOTAL</b>	<b>100</b>	<b>100.0</b>

Source: Primary Data

**Inference:** The table shows that out of 100 employees, 64 % of the employees are satisfied in jobs. 29% of the employee are highly satisfied, 10 % of the employees are dissatisfied in their jobs:

## Weighted Average Method

**Table No: 5.4**

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

S.No	Maintenance Skill	Excellent	Good	Fair
1	Personal planning	32	66	2
2	Listening skills	32	66	2
3	Giving feedback	40	58	2
4	Building a team	38	60	2
5	Leading a team	38	58	4
6	Relationship with others	28	70	2
7	Mental effort	28	72	0
8	responsibility	62	38	0

Source: Primary data

**Table no 5.5**

**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
Excellent	32	28	-0.67	-2.67	1.7889	0.4489	3.2201
Good	66	72	16.33	19.33	315.6589	266.6689	373.6479
Fair	2	0	-5.67	-16.67	261.2189	45.5489	277.8889
Total	100	100	0	0	578.6667	512.6667	654.7379

Source: Primary data

$$X_i = 100/3 = 16.66$$

$$Y_i = 100/5 = 16.66$$

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

$$\text{Calculation: } r = 578.6667 / 599.3637 = 0.965 \quad r = 0.965$$

**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.

## 6. Findings of study

- 36 % of the respondents of them are openness to experience. 32% of the respondents are extraversion personality, 20% of respondents are agreeableness personality
- 74% of the respondents are strong involvement in jobs. Remaining 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 employees 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
- 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,

- 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
- 98% of the employees are committed to organization, 2 % of the employees are not committed organizations

## 7. 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 Mitsubishi Heavy Industries India Precision Tools Ltd. 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 100 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.

## References

1. Baiduri Binti Yousan (2005,) The Effect of Employees Personality on Organizational Performance: Study on Insurance Company. *International Journal of Accounting and Business Management*, Vol 3, No 1, pp 187-196.
2. Yee, Yeung & Cheng, (2008), The Impact of Employee satisfaction on quality and profitability in high-contact service Industries, *Journal of operations Management*, 651-668.
3. Schneider, B. & Dachler, H.P. (1978). A note on the stability of the Job Descriptive Index. *Journal of Applied Psychology*, 63, 650-653.
4. Furnham, A. & Zacherl, M. (1986). Personality and job satisfaction. *Personality and Individual Differences*, 1, 453–459.
5. Rabinowitz, S., Hall, D.T., & Goodale, J.G. (1977). Job scope and individual differences as predictors of job involvement: 11. Independent or interactive, *Academy of Management Journal*, 20, 273 – 281.
6. Sekaran, U. & Mowday, R.T. (1981). A cross cultural analysis of the influence of individual and job characteristics on job involvement. *International Review of Applied Psychology*, 30, 51-64.
7. Fred luthans, "Organisational behavior" Tata McGraw-hill publishing Company, New Delhi.
8. Stephens .probbins "Organisational behavior"-Personality, Tata McGraw-hill publishing company New Delhi.
9. Kothari, C.R "Research Methodology - Methods & Techniques" Publishers- New Age international (P) Ltd., New Delhi, Second Edition, 2004.
10. Gupta, S.P., "Statistical Methods", Sultan Chand & Sons Publishers, New Delhi, Thirty Fourth Editions, 2005.