

THE EXTRAVERSION TYPE OF PERSONALITY AND PROFESSIONAL ORIENTATIONS

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ABSTRACT

The main goal of this research is to discover the relationship between the extroversion type of personality and the professional orientation of Albanian high school seniors in Skopje, Republic of Macedonia. The research is conducted through non-experimental methodology and quantitative approach, with a total number of 479 subjects randomly selected from the total sample specified. The findings of this study will be of interest to the secondary schools of the city of Skopje, Republic of Macedonia, the universities and the graduates who were a sample of the study. Correlative statistics indicate that the extraversion type had a statistically significant relation with all professional orientations, although the relationship was not very powerful; the comparative statistics showed significant differences between professional orientations in the extraversion type of personality where, professional orientation Entrepreneurial Creativity reached the highest level, while professional orientation Managerial Skills reached the lowest level. By Eta square analysis, we found that the highest effect of the extraversion type was on professional orientation technical competence with ($\eta^2 = .092$).

Keywords: Extraversion type, personality, professional orientation.

INTRODUCTION

The main focus of this study is to discover the relation between the extraversion type of personality and the professional orientations, variables that belong to organizational psychology and the theory of personality.

Extraversion is characterized by features such as: sociability, love, friendliness, warmth, people-oriented and happiness (R. McCrae and P. Costa, 1987). According to Jung (1953): extraversion individuals prefer the outer world of people, things and activities. According to Eysenck (1969), extraversion focuses the attention towards other people and the environment. There is a positive correlation between the persuasive factors and the professional interests in Humanities and Social Sciences. The professional orientation is the tendency and the behavior that express the individual's desire to follow or apply a certain profession and these orientations influence the individual's decision-making process related to the professional orientation (Gerber, Wittekind, Grote & Staffelbach, 2009). The professional orientation refers to different interests respectively vocations that a person may choose depending on the answers provided in the questionnaire. In this study, the professional orientation is treated as the basic theory of career anchors according to Sheihn (1978). In McKnight's study (2009) of high school seniors it was determined that the failure to introduce and develop professional orientations during the early ages in the school context has resulted in delayed career planning by the students.

These variables have never been addressed in the Republic of Macedonia and therefore these results will represent a novelty to the field of study and it will be of high interest to the organizational psychology and high school seniors in Skopje.

THE EXTRAVERSION TYPE

We sometimes meet people who seem to be more communicative, proving their thoughts (Howard and Howard, 1995), interacting with everyone sincerely and looking for challenges (Burch and Anderson, 2008) at every step of their life (Cattell and Mead, 2008). Extraversion is the type of personality that characterizes these people in our society (Ostendorf et al., 1992). Just as agreeableness, this personality trait makes people more social (Mount et al., 2005) and they differ in the way they interact with people in the society (Sucier and Goldberg, 1998).

In the contrary, a more reserved person is less sociable and is bothered by the interactions with strangers, which represents introversion, the opposite trait to extraversion (Goldberg, 1992). These persons have difficulties opening to others and prefer more to be focused on themselves and being alone. Research suggests that this dimension of the personality has a quite important role in the prediction of career success (Judge et al., 1999). Previous studies on the same variables indicate that: the extraversion type reaches the highest level of professional orientation Entrepreneurial Creativity (Roccas et al., 2002). Extraversion correlates to the professional interests: mechanic, arithmetic and persistence, while there is no relation between extraversion and mechanic and arithmetic interests in the science/technology group. There is positive correlation between the persuasive factors and the professional interests in Humanities and Social sciences (Garcia-Sedeño, Navarro and Menacho, 2009)

Professional orientations

Professional orientation is the tendency and the behavior that represent the individual's desire to follow or apply a certain profession and these orientations influence the decision-making process of the individual related to the professional orientation (Gerber, Wittekind, Grote & Staffelbach, 2009).

The professional orientations are established according to several psychological theories based on the premise that the professional orientation is a personality trait (Holland, 1959). The professional orientation refers to different interests respectively vocation that a person may choose depending on the answers provided in the questionnaire. As a variable, it includes eight anchors of professional orientation namely career according to Sheihn (1978) such as: autonomy/independence, security/stability, lifestyle, technical competence, managerial skills, entrepreneurial creativity, service or dedication to a cause and pure challenge.

1. *Autonomy/independence* – this anchor defines the main motive for freedom and independence at the workplace, freedom from limitations in order to achieve the professional competence, and it is defined as the desire to independently decide on the schedule and the way their work should be done.

2. *Security/stability* is conceptualized as the motivation offered by the secure job and the long term relationship to the workplace.

3. *Lifestyle* – is the motivation to balance career to the lifestyle. Individuals with this orientation make sure that the organization they work for cares or possesses family-friendly values and environment.

4. *Technical competence* – represents the motivation to conduct activities within the field of expertise; mainly provoked by the contents of the work; prefer advancements within their field of knowledge.

5. *Managerial skills* – this anchor is combined by three skills: analytics, ability to identify, analyze and solve issues with scarce information; ability to influence, mentor and lead individuals on all levels of the organization toward goal achievement; emotional competency, capacity to get stimulated by emotional or interpersonal crises instead of getting devastated by the same.

6. *Entrepreneurial creativity* is defined as the need to build or create something that is entirely their project.

7. *Service/dedication* to a cause is referred to as the motivation to improve the world in some way, link the work to personal values to help the society.

8. *Pure challenge* is defined as the motivation to overcome major obstacles, solve problems seemingly insoluble or win over an extremely difficult opponent.

Previous research studies confirmed the importance of offering programs which aim the development of professional orientation in the higher education institutions, since it is found that these programs change the students' professional orientations and improve the required competences of different professional cultures and enhance individual growth (Nikolaou, 2008). In McKnight's study (2009) of high school seniors it is determined that the failure to introduce and develop professional orientations during the early ages in the school context has resulted in delayed career planning by the students.

In another study, it is the students' level of effectiveness related to specific professional skills and their motivation towards a specified professional activity that influences the students' professional orientations (Kara, 2013)

RESEARCH METHODOLOGY

The aim of this research study is to determine the level of relation between the extraversion type of personality and professional orientation through non-experimental quantitative methodology using original measuring instruments to the relevant variables. The set hypotheses, based on the theoretical frame, are that:

- there is positive relationship between the extraversion type of personality and professional orientations,

- the extraversion type reaches higher level of professional orientation entrepreneurial creativity. The population of this research consists of all senior students of Albanian high schools in Skopje, Republic of Macedonia, (High schools: "Zef Lush Marku", "Arseni Jovkov", "Cvetan Dimov", "Pançe Karagjozov", "Vlado Tasevski", "Marija Kiri", "8 Shtatori", "Zdravko Cvetkovski"), and the total number of subjects is 479. During the data analysis 50 subjects were excluded from the final results since the validity of the data was threatened. Based on gender, 200 male and 279 female subjects were included, whereas 222 lived in rural areas and 257 in urban areas. Other descriptive data was not calculated as it was not within the scope of the study goals but were set to control any factors that might threaten the results. The descriptive data present in the measuring instruments did not indicate any threats during the variable measurements. The subjects in the survey were randomly selected and their willingness to participate as well as their anonymity was fully respected by following all ethical norms.

The survey was conducted during March-April 2017 and the study as a whole ended in 30.08.2017.

MEASURING INSTRUMENTS

The measurement of the variable of extraversion type of personality was achieved through the five factor questionnaire of personality – Big Five Inventory (BFI; John, Donahue et al, 1991 and John et al 2008) and only the data of the items 1,2,3,4,5,6,7,8,9, were processed since they obtained the sincere opinion of the subject on how fast they socialize, how much they like being alone or with others, how much they look forward to meetings or how confident they are and take responsibility. The BFI reliability value for extraversion in Alpha Cronbach scale reached satisfactory value of .524. The approval of nine items with the highest possible value in the answers from 1 (never) to 5 (very often) indicates that the subject has a more expressed extraversion personality. This questionnaire is applied for the first time in Macedonia and is translated into Albanian through back translation procedure.

Professional orientations are measured with Career Orientation Inventory (COI) developed by Sheihn in cooperation with DeLong (1982a; 1982b) consisting of 40 statements measuring eight career anchors namely professional orientation anchors where subjects could choose answers starting from 1 (never) to 6 (always). In previous research in other countries, COI resulted in high values of reliability and validity (Burke, 1983; Custodio, 2004; DeLong, 1982a; 1982b; Wood, Winston and Polkosnik, 1985). Custodio (2004) shows Alpha Cronbach reliability from 0.78 to 0.84; Coetzee and Shruder (2008) present a reliability coefficient of 0.46 (lifestyle) and 0.85 (entrepreneurial creativity) while in Macedonia, where this questionnaire is applied for the first time and translated through back translation procedure, achieves reliability in Alpha Cronbach scale as follows: professional orientation *autonomy/independence* with 5 items shows reliability of .436; *security/stability* (5 items) .617, *technical competence* (5 items) .500, *managerial skills* (5 items) .536, *entrepreneurial creativity* (5 items) .673, *service/dedication* to a cause (5 items) .607, *pure challenge* (5 items) .618 and *lifestyle* (5 items) .571.

RESULTS

Table 1 presents the descriptive statistical analysis for the main variables of the study, the extraversion type of personality and the professional orientations according to the Kurtosis statistic. The extraversion personality type is averaged ($M = 25.30$) from minimum 14 and maximum 33 and the standard deviation ($SD = 3.76$). Professional orientation *autonomy/independence* is averaged ($M = 21.32$) from minimum 10 and maximum 29 and standard deviation ($SD = 3.98$). The *security/stability* orientation is averaged ($M = 21.73$) from the minimum value 7 and the maximum 30 and the standard deviation ($SD = 4.82$). The *technical competence* orientation is averaged ($M = 21.30$) from the minimum value 8 and the maximum 30 and the standard deviation ($SD = 4.14$). *Managerial skills* orientation is averaged ($M = 18.02$) from minimum 7 and maximum 30 and standard deviation ($SD = 4.58$). *Entrepreneurial creativity* orientation is averaged ($M = 23.16$) from the minimum value of 11 and the maximum 30 and the standard deviation ($SD = 4.55$). *Service/dedication* to a cause orientation is averaged ($M = 22.77$) from the minimum value of 10 and the maximum 30 and standard deviation ($SD = 4.46$). The professional orientation *pure challenge* is averaged ($M = 21.78$) from the minimum value 10 and the maximum 30 and the standard deviation ($SD = 4.25$), and the professional orientation *lifestyle* is averaged ($M = 22.41$) of minimum value 10 and maximum 30 and standard deviation ($SD = 4.27$).

Table 1. General mean score of extraversion personality type and professional orientation.

	N	Minimum	Maximum	Mean	Std. Deviation	Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error
Autonomy/independence	479	10.00	29.00	21.3236	3.98345	-.386	.223
Security/stability	479	7.00	30.00	21.7390	4.82505	-.321	.223
Technical competence	479	8.00	30.00	21.3027	4.14817	-.321	.223
Managerial skills	479	7.00	30.00	18.0271	4.58227	-.370	.223
Entrepreneurial creativity	479	11.00	30.00	23.1608	4.55479	-.803	.223
Service/dedication	479	10.00	30.00	22.7704	4.46435	-.475	.223
Pure challenge	479	10.00	30.00	21.7891	4.25684	-.629	.223
Lifestyle	479	10.00	30.00	22.4196	4.27669	-.249	.223
Extraversion	479	14.00	33.00	25.3027	3.76204	-.250	.223
Valid N (listwise)	479						

The data presented in Table 2, as a result of the interest in verifying hypotheses and achieving the study goals, shows the statistically significant relations found between the types of personality and professional orientations. The data show that the extraversion type has statistically significant associations to all professional orientations, yet not very strong, where: *autonomy/independence* orientation shows: ($r = .135$, $p < .01$), *security/stability* orientation: ($r = .153$, $p < .01$), *technical competence* ($r = .226$, $p < .01$) *managerial skills*: ($r = .207$, $p < .01$), *entrepreneurial creativity*: ($r = .207$, $p < .01$), *service/dedication*: ($r = .236$, $p < .01$), *pure challenge* ($r = .202$, $p < .01$) and *lifestyle*: ($r = .221$, $p < .01$). These results prove the first hypothesis that: there is a positive relation between extraversion type of personality and professional orientation.

Table 2. Correlations of extraversion type of personality with professional orientations.

	Extraversion	Autonomy/independence	Security/stability	Technical competence	Managerial skills	Entrepreneurial creativity	Service/dedication	Pure challenge	Lifestyle
Extraversion	1	.135**	.153**	.226**	.207**	.207**	.236**	.202**	.221**
Pearson Correlation									
Sig. (2-tailed)		.003	.001	.000	.000	.000	.000	.000	.000
N	479	479	479	479	479	479	479	479	479

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

Table 3 presents the one way ANOVA results for the differences of the professional orientation categories with the extraversion type. According to the data obtained through questionnaires it was proved that: the extraversion type reaches a high level of professional *autonomy/independence* orientation with $M = 22.16$ and $SD = 3.65$ in contrast to the average extraversion type with $M = 20.83$ and $SD = 3.82$ and the low extraversion type with $M = 21.05$ and $SD = 3.82$ [$F(4.76) p < .009$]. For professional orientation *technical competence*, the extraversion type achieves high level with $M = 22.37$ and $SD = 4.05$, the average type with $M = 21.43$ and $SD = 3.86$ and low extraversion type with $M = 20.45$ and $SD = 54.24$ [$F(9.287) p < .000$]. For the professional orientation *managerial skills*, the extraversion type reaches a high level with $M = 19,30$ and $SD = 4,61$ the average type with $M = 17,92$ and $SD = 4,502$ and the low extraversion type with $M = 17,18$ and with $SD = 4.42$ [$F(9.350) p < .000$].

For the professional orientation *entrepreneurial creativity* the extraversion type reaches high level with $M = 24.44$ and $SD = 3.98$ compared to the average type with $M = 23.0$ and $SD = 4.74$ and the low extraversion type with $M = 22.35$ and with $SD = 4.62$ [$F(9.270) p < .000$]. For professional orientation *service/dedication*, extraversion type reaches high level with $M = 23,83$ and $SD = 4,36$, the average type with $M = 23,00$ and $SD = 3,98$ compared to the low extraversion type with $M = 21,85$ and with $SD = 4.67$ [$F(8.807) p < .000$]. Results which did not indicate differences between the three levels in the extraversion type of personality were not shown in the study. However, the mean scores of professional orientations for the extraversion type of personality which show significant statistical differences prove the second hypothesis that: the extraversion type reaches the highest level on professional orientation *technical competence*.

Table 3. Differences of professional orientations in the extraversion type

		N	Mean	Std. Deviation	Std. Error	Minimum	Maximum	F	Sig.
Autonomy/independence	Low	200	21,0500	4,23404	,29939	10,00	29,00	4,767	,009
	Average	136	20,8382	3,82627	,32810	12,00	29,00		
	High	143	22,1678	3,65017	,30524	11,00	29,00		
	Total	479	21,3236	3,98345	,18201	10,00	29,00		
Technical competence	Low	200	20,4550	4,24240	,29998	8,00	29,00	9,287	,000
	Average	136	21,4265	3,85599	,33065	11,00	30,00		
	High	143	22,3706	4,04844	,33855	12,00	30,00		
	Total	479	21,3027	4,14817	,18953	8,00	30,00		
Managerial skills	Low	200	17,1800	4,42328	,31277	7,00	30,00	9,350	,000
	Average	136	17,9265	4,50289	,38612	7,00	29,00		
	High	143	19,3077	4,61661	,38606	7,00	29,00		
	Total	479	18,0271	4,58227	,20937	7,00	30,00		
Entrepreneurial creativity	Low	200	22,3500	4,62433	,32699	12,00	30,00	9,270	,000
	Average	136	23,0000	4,74068	,40651	11,00	30,00		
	High	143	24,4476	3,98532	,33327	12,00	30,00		
	Total	479	23,1608	4,55479	,20811	11,00	30,00		
Service/dedication	Low	200	21,8500	4,67297	,33043	10,00	30,00	8,807	,000
	Average	136	23,0000	3,98144	,34141	12,00	30,00		
	High	143	23,8392	4,36156	,36473	12,00	30,00		
	Total	479	22,7704	4,46435	,20398	10,00	30,00		

In table 4, through Eta square we analyze the effect of the extraversion type on vocational orientation where extroversion type of personality had a low effect on the vocational orientation *autonomy/independence* ($\eta^2=.054$) or 5.4%; as well on the vocational orientation *security/stability with* ($\eta^2=.047$) or 4,7%; the extroversion type effect on *technical competence* is relatively low ($\eta^2=.092$) or 9.2% but higher than on other vocational orientations. The extraversion effect on *managerial skills* is low ($\eta^2=.085$) or 8.5%; as well as on *entrepreneurial creativity* is low ($\eta^2=.076$) or 7.6%, on *service/dedication* $\eta^2=.075$) or 7.5%, *pure challenge* ($\eta^2=.075$) or 7.5%, and *life style* ($\eta^2=.074$) or 7.5%

Table 4. The effect of the extraversion type on professional orientation according to Eta square.

	Eta	Eta Squared
Autonomy/independence * Extraversion type	.233	.054
Security/stability * Extraversion type	.218	.047
Technical competence * Extraversion type	.304	.092
Managerial skills * Extraversion type	.292	.085
Entrepreneurial creativity * Extraversion type	.275	.076
Service/dedication * Extraversion type	.274	.075
Pure challenge * Extraversion type	.274	.075
Lifestyle * Extraversion type	.273	.074

DISCUSSION AND CONCLUSIONS

The measurements conducted through original questionnaires related to the main variables of the study indicate that the extraversion type has a relation to all professional orientations, although not very strong yet statistically significant. These findings are not found in any other study even though the findings of Manuel Garcia-Sedeño, Jose I. Navarro, and Inmaculada Menacho (2009) in their study: Relationship between personality traits and vocational choice, show that: Extraversion correlates to the professional interests: mechanic, arithmetic and persistence, while there is no relation between extraversion and mechanic and arithmetic interests in the science/technology group. There is positive correlation between the persuasive factors and the professional interests in humanities and social sciences. The ANOVA statistics showed statistically significant differences in the professional orientation of extraversion type of personality where the highest mean score was achieved by the professional orientation entrepreneurial creativity and the lowest by the professional orientation managerial skills; in the orientations security/stability, pure challenge and lifestyle there were no significant differences therefore their values were not exposed in the study. There are other findings showing that the extraversion type reaches higher level of professional orientation entrepreneurial creativity (Roccas et al., 2002). Even though these variables are studied for the first time in the Republic of Macedonia with a different sample, they still do not differ from other research studies conducted in other countries and with other samples.

By Eta square we discovered that the highest effect of extraversion type is on the professional orientation technical competence ($\eta^2=.092$), whereas the lowest is on the professional orientation security/stability ($\eta^2=.047$). These values are not found in any previous study in our country and they represent a valuable and important finding in the organizational psychology which leads to opening a new chapter for further studies and researchers of the same topic.

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