

Impact of personality traits of residents of Latvia on their career choice

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ABSTRACT

The topicality of the study lies in the fact that sometimes, owing to the lifestyle, internal motivation or living conditions, or on the grounds of an unsuccessful past experience, a person has a propensity towards leadership or passive submission, as well as altruism and other tendencies. The aim of the study: to investigate whether personality traits of residents of Latvia affect their career choice. The study relies on quantitative methodology - the Lira Survey methodology. The study involved 204 respondents of various professions and occupations from different regions of Latvia in the age range from 19 to 64. The article analyses the results of the conducted study which support the conclusion that personality traits such as Domination, Submission and Altruism are closely related to the research participants' occupation and their choice of profession. It may be recognized that the degree of expression of personality traits also corresponds to the research participants' occupation and profession.

Keywords: Domination, Submission, Altruism, Occupation, Profession.

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1. Introduction

The theoretical background of this study is grounded in classical theories and the newest research results. Building a career is a continuous process of lifelong transformation during which a person correlates information about oneself with the supply of the labor market to choose a specific occupation of profession. The next section of the article will outline the research methodology and contain the analysis of research results that allow for making certain conclusions regarding the aims proposed for the given study. Type of the gathered data – quantitative. Research questions: (1) the higher the manifestation of the leadership and domination traits - the more often people are employed in the administrative field or practice entrepreneurship? (2) is submission most pronounced in people who have lost their jobs, whose professions are more related to secondary education, or who are busy with households? (3) is altruism more expressed in people up to 22 years of age who are still studying or who have set objectives of finding a better profession in the future?

2. Theoretical background

Career planning is a process in which an individual independently or in cooperation with others (family, employer, career counsellor, etc.) makes a decision that impacts his or her career development at a certain period of time. Nowadays the notion of a career has gained a rich connotation and is understood as a purposeful and meaningful development of one's life course. It entails the development of a human personality and readiness to adapt to the ever-changing realities of the modern world, an ability to independently shape and plan the growth of one's career over the course of one's entire life. Every person's potential is closely related to the personal choice of believing in one's dreams and the drive to make them a reality.

Scientific literature [1] [2] distinguishes between the intrinsic and extrinsic factors that determine a person's choice of a career. A crucial aspect in the context of an individual's career development pertains to the intrinsic factors: a person's inner potential and sources of one's actions that are closely related to the human personality. Hence, the given study focused on exploring the personality traits of the residents of Latvia according to Erikson's theory of the stages of psychosocial development [3]. According to Erikson's classification, each stage has unique peculiarities, characterized by certain conflict situations, the solution to which can be either beneficial or harmful to an individual's psychological nature. He claimed that each stage is characterized by specific developmental parameters that can assume positive or negative connotations. According to Erikson, adolescence is characterized by a sense of a psychological independence in spite of not having yet assumed any social duties, and projection of a possible future.

In addition, the theoretical background of the present study is based in the research of S. M. Andersen and S. Chen [4] and H. M. Lips [5] on adolescence as the period of making responsible decisions that will determine the course of a person's future life: choosing a profession (professional identity) and one's place in life, searching for the meaning of life, developing one's worldview and self-awareness, choosing a spouse. Whereas the age of 20 to 25 (early adulthood) is characterized by a pronounced adaptivity of mind that facilitates solving communicative tasks which require flexibility in communication [6]. The main new features – awareness of oneself as a uniform, multi-faceted personality that is ready for self-determination and prepared to create specific strategies for realization of one's ambitions in life. In the stage of early adulthood both men and women muster up their strength to achieve new objectives – those that are real, useful and attainable. When reaching the age of 26 to 64 (middle adulthood), men and women strive for productivity and achieve social self-realization. Professional activity is characterized by a more pronounced motivation, dynamics in the general productivity, control in onerous professional situations and the component of intellect and creativity [7]. Besides, having comparatively more power in the society, men can provide intensive assistance in bringing about change. In communication with strong women men often experience considerable difficulties. Since childhood boys are being brought up on a belief that they must be tough and commanding, so strong women are considered a threat to masculine origin. In modern society the female and male social model has undergone transformation due to changes in the course of an individual's life span. Behavioral peculiarities can also be affected by personality traits, as was researched in 2018 [8]. In the current study, the authors attempted to explore whether personality traits also have an impact on the choice of profession, occupation or career. As such, the phenomenon of motivation for success [1] [9] the drive to acquire a profession and build a successful career is related to individual's personality traits.

3. Methodology and description of procedure

Within the structure of an empirical research design, a research instrument was drafted for exploring the personality traits of Latvian women and men: in the course of the present study the survey questions were modified into Latvian, adapting the questionnaire by T. Leary, G. Leforge, R. Sazek [1], which helped to distinguish personality types according to eight scales determining the components of Domination, Submission and Altruism personality traits. As well as certain levels of Domination, Submission and Altruism across different age groups and in the five groups of participants that were differentiated according to occupation. In

the course of the study, it was discovered that personality traits as a whole do affect the Latvian residents' type of occupation and their choice of profession. The survey comprises 128 statements.

The replies are suggested in the form of a Likert scale [10], which allows for fixing the respondents' opinion on a 5-point scale, depending on how well it matches their viewpoint: fully agree – 4 points; rather agree – 3 points; hard to tell – 2 points; rather disagree – 1 point; fully disagree – 0 points. The survey forms were distributed to the respondents, who were invited to fill them out according to the provided instruction. The respondents were offered a choice whether and to what extent the given statement refers to them.

At the initial phase of the research (in 2018), a survey was conducted in order to explore such personality traits as Domination, Submission and Altruism in a written questionnaire, based on eight scales/octants, where Scales 1, 2, 3, 4 refer to Domination (tendency towards leadership, self-confidence, demanding, skeptical, tolerance, etc.); Scales 5, 6, 7 refer to Submission (leniency, meekness, passive listening, trustworthiness, goodness, uncertainty etc.); Scale 8 refers to Altruism (responsiveness, selflessness, altruistic type of personality). The next research stage (1st quarter of 2019) went on to analyze how such personality traits as Domination, Submission and Altruism impact people's choice of a profession and career as a whole and in the age groups of adolescence, early adulthood and middle adulthood. This phenomenon was analyzed on the grounds of the degree of expression in each scale/octant, that is, the level of expression of features specific for each scale. And in the final research stage (2nd quarter of 2019) we repeatedly estimated to what extent gender affects personality traits and vice versa. Certainly, the analysis of research results in each stage is up for discussion and requires a more in-depth study.

Type of the gathered data – quantitative. Quantitative and comparative analysis of the empirical data: data were processed by using the 20.2 version of SPSS (Statistical Package for the Social Science) data processing program.

4. Results and discussion

The research was conducted in 2019 in real-life circumstances in different regions of Latvia. In the course of research, 204 (N = 204) residents of different municipalities of Latvia were surveyed: 134 (65.7 %) women and 70 (34.3 %) men aged 19 to 64. The sample of respondents was subdivided into three age groups: 35 (17.2 %) aged 19 to 20; 53 (26 %) aged 21 to 25; 116 (56.9 %) aged 26 to 64. The research questionnaires were distributed and filled out electronically.

In addition, the respondents were grouped according to their occupation:

Group 1 (N = 58, 52 women and 6 men): teacher, civil servant in the state sector, coach, athlete (footballer), sailor, piano tuner, nurse, accountant, IT specialist;

Group 2 (N = 64, 40 women and 24 men): pupil, student;

Group 3 (N = 15, 13 women and 2 men): soldier, unemployed, housewife, retired;

Group 4 (N = 42, 21 women and 21 men): janitor, builder, cook, kitchen worker, confectioner, seller, builder, bartender, welder, nanny, car mechanic, carpenter, finishing technician;

Group 5 (N = 25, 8 women and 17 men): head of institution, manager, administrative manager, general manager, private company, education specialist, bank manager, project coordinator, entrepreneur.

In the course of research, the mean values of Domination, Submission and Altruism amongst the respondents of different groups were determined according to the respondents' occupation.

Figure 1 shows the mean values of Domination, Submission and Altruism among all groups of respondents according to their Occupation. To estimate the impact of Occupation on these indicators, the one-factor analysis of variance (ANOVA) was used. To perform a paired comparison of groups according to these indicators, the Bonferroni correction was applied. According to the F-criterion, Occupation shows a statistically significant impact on such indicators as Domination ($F = 3.016$, $Sig = 0.019$) and Altruism ($F = 2.536$, $Sig = 0.041$). In Group 1 (teacher, IT specialist, civil servant in the state sector, coach, athlete (footballer), sailor, piano tuner, nurse, accountant) and Group 3 (soldier, unemployed, housewife, retired) the values of Domination are lower than in Group 2 (pupils, students), the Group 4 (janitor, builder, cook, kitchen worker, confectioner, seller,

builder, bartender, welder, nanny, car mechanic, carpenter, finishing technician) and Group 5 (head of institution, manager, administrative manager, general manager, private company, education specialist, bank manager, project coordinator, entrepreneur) – and these are statistically significant differences. The values of Altruism are the highest in Group 1 and the lowest in Group 2.

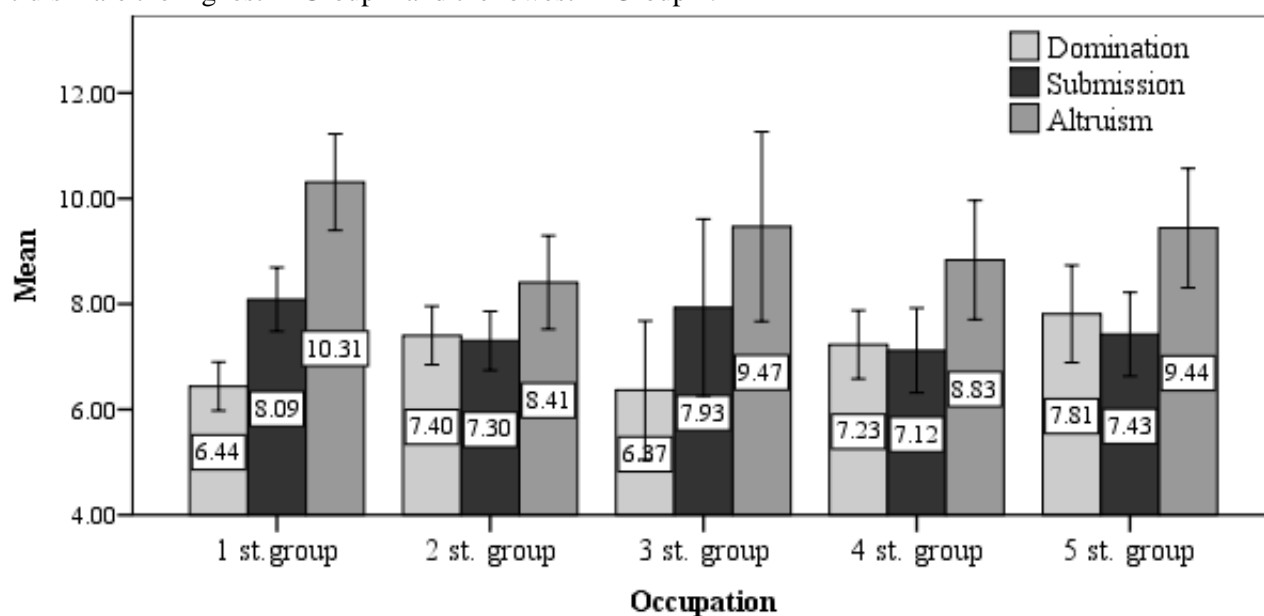


Figure 1. Mean values of domination, submission and altruism for the respondents of different groups

The highest values of Submission also can be observed in Group 1, the lowest – in Group 2, but these differences are not statistically significant (Table 1).

Table 1. Results of one-factor analysis of variance

Personality Traits	Sum of Squares	Df	Mean Square	F	Sig.
Domination	52.246	4	13.062	3.016	0.019
Submission	30.994	4	7.749	1.392	0.238
Altruism	119.652	4	29.913	2.536	0.041

Figure 2 shows a detailed characteristic of mean values of Domination, Submission and Altruism that were calculated, taking into account certain parameters: Scales 1, 2, 3, 4: Domination; Scales 5, 6, 7: Submission; Scale 8: Altruism. In Group 1 (teacher, IT specialist, civil servant in the state sector, coach, athlete (footballer), sailor, piano tuner, nurse, accountant, IT specialist) and Group 3 (soldier, unemployed, housewife, retired) – the least pronounced were such personality traits as authoritarian type of personality, egoistic type of personality, aggressive type of personality, suspicious type of personality, which correspond to the parameters of Domination. Yet, in Group 2 (pupils, students), Group 4 (janitor, builder, cook, kitchen worker, confectioner, seller, builder, bartender, welder, nanny, car mechanic, carpenter, finishing technician) and Group 5 (manager, head of institution, administrative manager, general manager, private company, education specialist, bank manager, project coordinator, entrepreneur) it was most pronounced. The parameters of Submission are most pronounced in Group 1 (submissive type, dependent type, friendly type) and least pronounced – in Group 2. As was mentioned above, Altruism is least manifested among pupils and students, which corresponds to “responsiveness – selflessness – altruistic type of personality”.

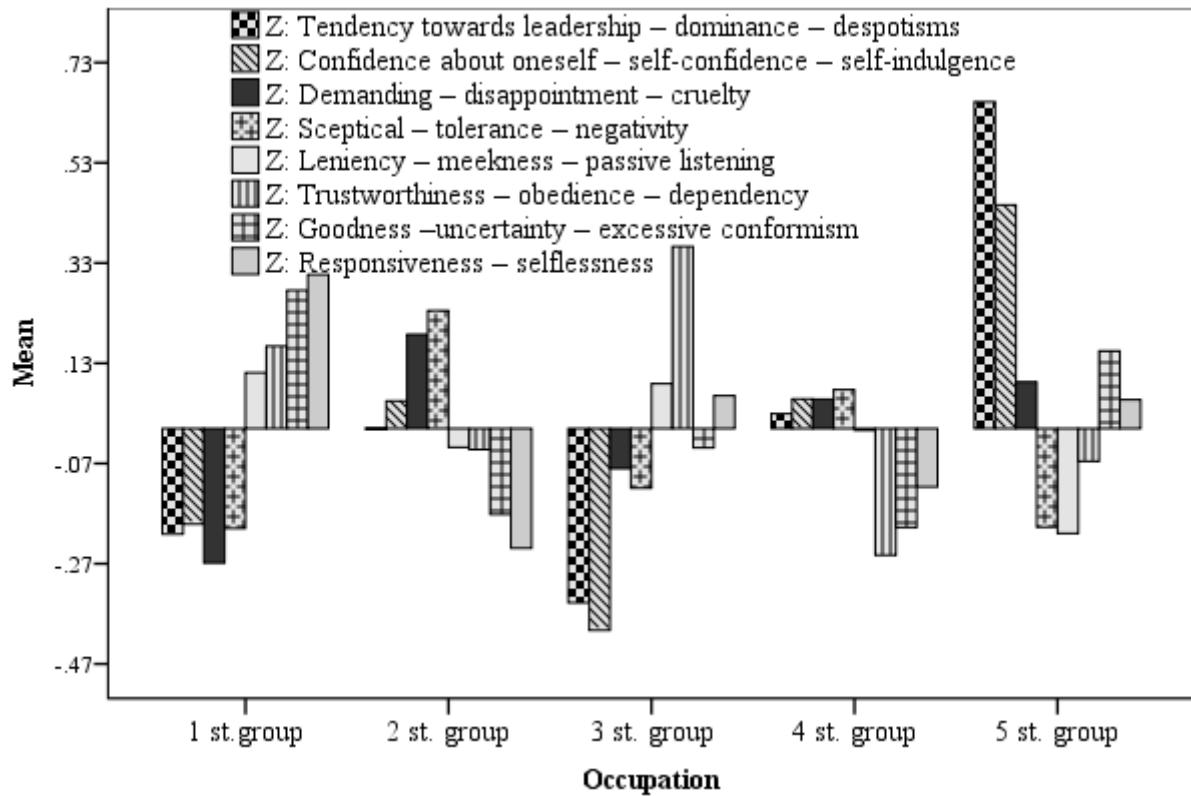


Figure 2. Mean values of domination, Submission and Altruism per octants/scales for respondents of different groups

The next stage of research was determining the impact of gender on the choice of career or profession.

Figure 3 shows the impact of two factors – Occupation and Gender on Domination. In all Occupation groups except Group 3 the values of Domination are higher for men than for women, yet only in Group 3 these differences are statistically significant (T-test, Sig. = 0.050). No significant impact of Occupation on Domination was observed either with women or with men (ANOVA, Sig. > 0.05).

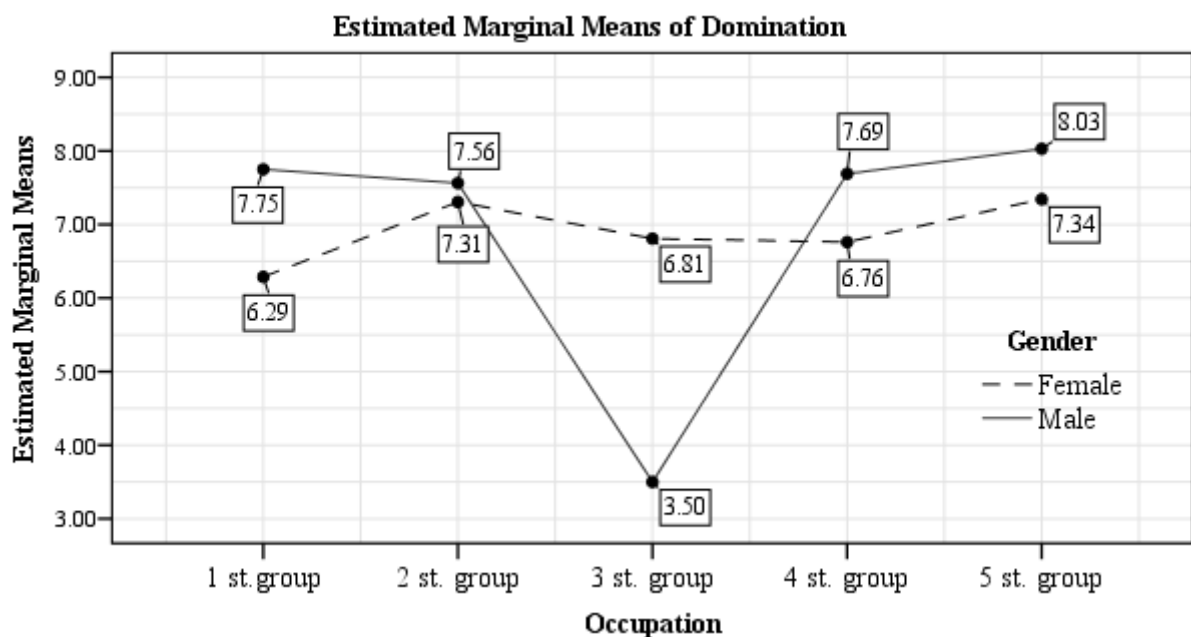


Figure 3. Mean values of domination for respondents of different genders in different occupation groups

Figure 4 shows that Submission in all Occupation groups except Group 3 is higher for women than for men, yet these differences are statistically significant only in Group 1 and in Group 2 (T-test, Sig < 0.05). No significant impact of Occupation on Submission was observed either with women or with men (ANOVA, Sig. > 0.05).

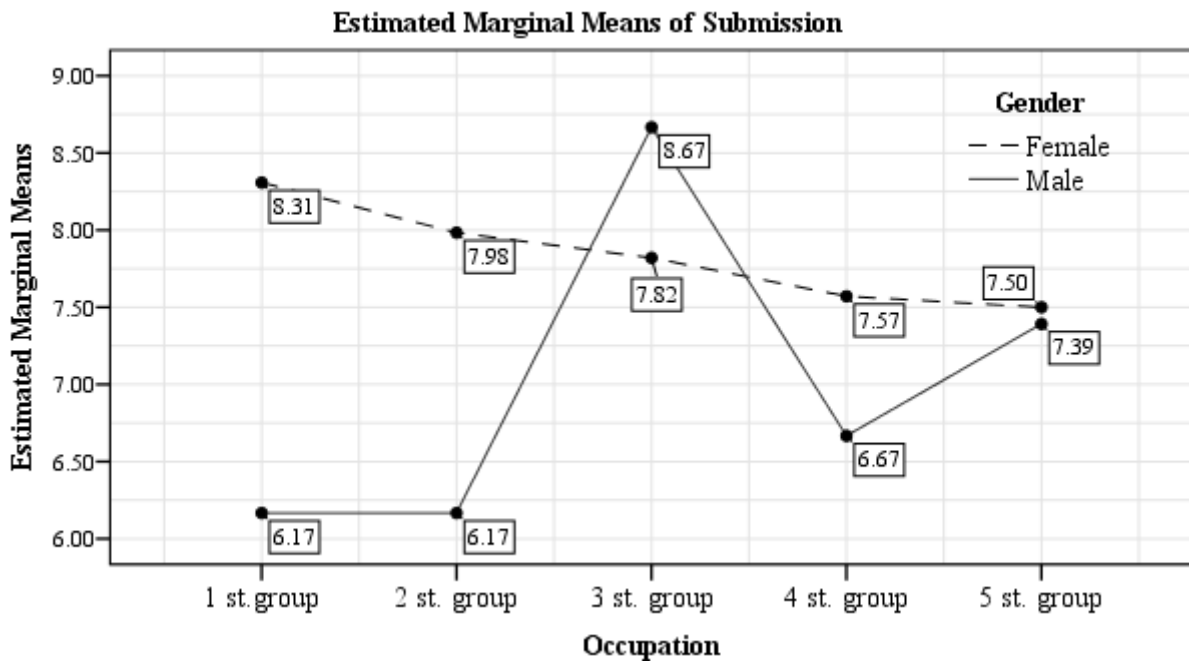


Figure 4. Mean values of submission for respondents of different genders in different occupation groups

Figure 5 shows that in all Occupation groups except Group 3 values of Altruism are higher for women than for men, yet these differences are statistically significant only in Group 1 and in Group 2 (T-test, Sig < 0.05). No significant impact of Occupation on Altruism was observed either with women or with men (ANOVA, Sig. > 0.05).

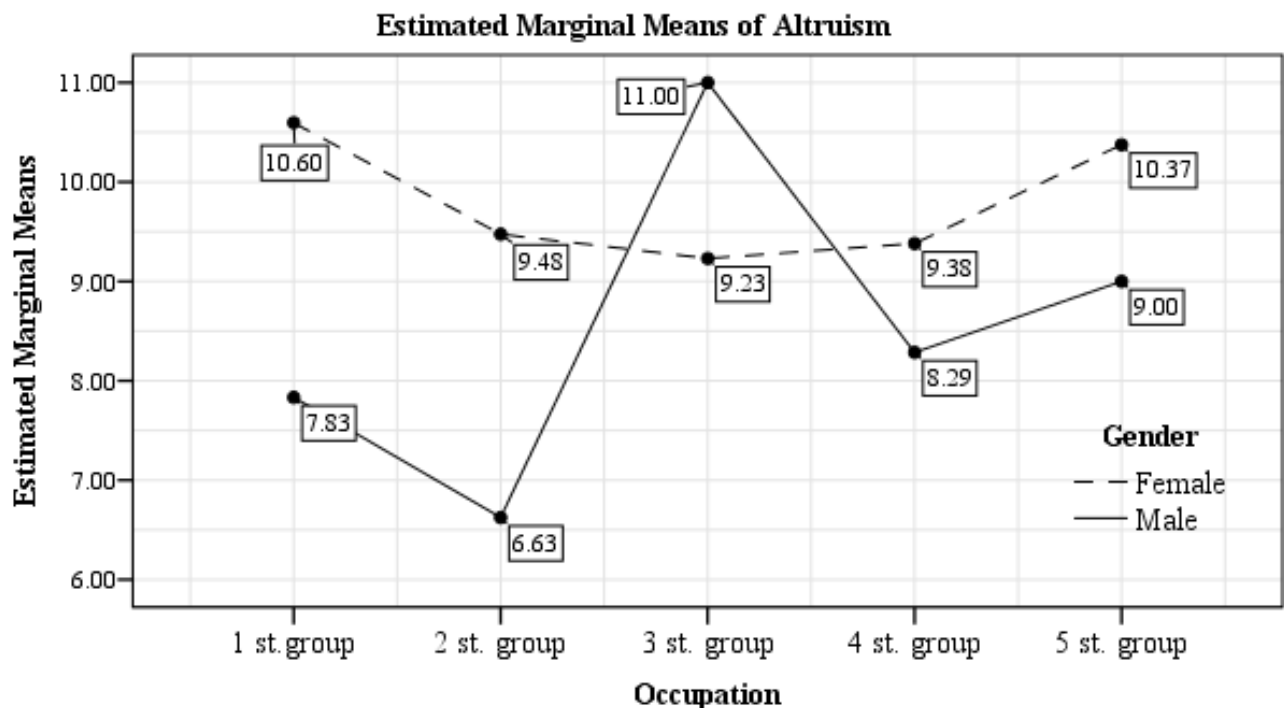


Figure 5. Mean values of altruism for respondents of different genders in different occupation groups

Occupation has no significant impact on Altruism either with women or with men (ANOVA, Sig > 0.05) (Table 2).

Table 2. Results of one-factor analysis of variance (between groups)

Gender		Sum of Squares	df	Mean Square	F	Sig.
Female	Domination	26.201	4	6.550	1.609	0.176
	Submission	11.210	4	2.803	0.500	0.735
	Altruism	45.624	4	11.406	1.028	0.396
Male	Domination	37.081	4	9.270	2.053	0.097
	Submission	24.422	4	6.106	1.316	0.273
	Altruism	81.899	4	20.475	1.836	0.133

Thus, in different groups of respondents we determined the degree of expression, intensity in each scale/octant for three personality traits – Domination, Submission and Altruism

5. Conclusions

In the course of the present research, the components of male and female personality traits were distinguished. When discussing the impact of personality traits on person's choice of profession and career, it can be concluded that the personality trait of Domination is highly pronounced in the residents of Latvia with secondary vocational education. Their career is mostly related to the sphere of service (respondents of Group 4). And also, in the respondents who work in administrative offices or the business sphere (respondents of Group 5). Domination is less pronounced in people who do various jobs after acquiring a higher education degree, mostly as executers of specific tasks (respondents of Group 1). The same can also be concluded about the unemployed (respondents of Group 3). And these differences are statistically significant.

It can be argued that the research results are related to age peculiarities, for instance, in that Dominance is more pronounced among adolescents. Possibly, this indicator is more connected to diligence and a determined progression in the choice of a future career.

On the other hand, Submission in all groups of respondents irrespective of age is more pronounced in respondents of Group 1 who already have a higher education degree instead of those who are still studying, for instance, in some sort of a higher education institution (students, respondents of Group 2). Yet, these differences are not statistically significant.

Overall, it can be concluded that Altruism as a personality trait is more characteristic to the respondents of Group 1 (after a higher education degree, working as executers of specific tasks), which turned out to be a surprising finding. On the other hand, Altruism is the weakest/less observable among students (respondents of Group 2).

On the whole, it can be concluded that for students the most developed personality traits are those belonging to the category of Domination. It can be argued that personality traits have an impact on the choice of occupation or career. Nevertheless, this aspect deserves a more in-depth exploration as it was surprising to discover that the trait of Domination is more pronounced in those respondents whose profession is related to secondary education rather than those with a higher education degree.

As to the impact of gender on the choice of a career, the research results demonstrate the following: male respondents of Groups 1 (after a higher education degree), 2 (pupils/students), 4 (employed in the sphere of service) and 5 (working in administrative offices or in business) show higher rates of Domination as compared to women. And vice versa, Submission is more manifested in women than in men. However, these differences are not statistically significant, except for the respondents of Group 3 (unemployed, housewives, seniors, etc.). Female respondents of Group 3 demonstrate higher levels of Domination than male respondents of Group 3, or respondents of Groups 1, 2, 4 and 5 on the whole. Thus, male respondents of Group 3 proved to show higher rates of Submission rather than Domination.

Overall, it can be concluded that such personality trait as Submission only impacts the choice of a career in Group 3. The research results make it possible to conclude that the respondents with more pronounced

Domination trait have a more highly developed drive or motivation to change their present career or occupation. For instance, women of Group 3 who are not busy with work at the present moment strive to change their career more than men with a dominant trait of Submission who are more at risk of failing to develop their career. The same can be said about the respondents who have already acquired a higher education degree and are not motivated to develop and further advance their career, deepen their competences. Whereas people with only a secondary education degree attempt to continue self-education and further develop their competences.

It can also be argued that Domination as a personality trait can be promoted by an administrative office or in entrepreneurship, which requires leader's capacities. That intrinsic motivation and drive to improve one's social status can more effectively promote Domination. And that Submission as a personality trait depends on person's internal motives as well as on extrinsic motivation – external circumstances, other factors.

Thus, a study of Latvian female and male personality traits allows for concluding that to a great extent they impact not only the residents' choice of a career, but also the behavioral gender peculiarities of Latvian men and women. In reply to the proposed research questions, it can be concluded that the higher the rates of leadership and domination personality traits, the more often people occupy administrative offices or are employed in business; work in professions that are related to acquired secondary education; housewives or women who have lost their job, and students, soldiers or those who have not learnt a profession or chosen a career. Submission is most prominent in men who have lost a job or who are working in the household, as well as those who have acquired higher education. Altruism is most highly manifested in residents of Latvia after a higher education degree. It can be argued that the degree of expression of personality traits also matches the research participants' occupation and profession.

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