A Comparative Study of the Personality of the Alienated and Non-Alienated Employees as Measured by 16PF

Sandeep Kumar*

Abstract: The damaging effects of employment have been discussed for many years. Marx identified several possible forms of alienation. Laborers can be alienated from the product of their labor (Marx, 1963 trans.). They can also be alienated from the process of production, making work external from their nature and not improving their abilities. In Marx’s view capitalists abuse the power of ownership to alienate laborers from their work. Seeman (1975) notes six varieties of alienation: powerlessness, meaningless, normlessness, cultural estrangement, self-estrangement & social isolation. Seeman argues that powerlessness and self-estrangement are the two most common forms in work. Most work has been via surveys of individual attitudes and feelings toward work. Most surveys report generally high levels of satisfaction and morale but high variation across occupations and work levels. High satisfaction tends to be associated with intrinsic interest of work, level of control, level of pay and economic security, and opportunities for social interaction (Special Task Force, 1973). Work and personality measures has best been done by Kohn and associates (Kohn and Schooler 1983). They found that “men in self-directed jobs become less authoritarian, less self-deprecatory, less fatalistic, and less conformist in their ideas while becoming more self-confident and more responsible to standards of morality (Spenner, 1988, p. 75). Work does seem to have an effect on personality (and vice versa). The impact of these alienation forces also extends beyond work into family and social life. Companies rarely assess or compensate for the negative psychological impact of work, and these costs are often born by society in general.

The present study was conducted with sample of 200 male employees (age range - 30 to 40 years) and was administered alienation scale and 16 PF to assess the personality differences in alienated an non-alienated employees. The results revealed that the said two groups differ significantly on factor A, B, C, H, I, M and O of 16 PF.

Introduction

The present structure of Indian society with progressive urbanization and Industrialization, the rise of middle classes, the increasing stress and competition appears to magnify the feeling of alienation. It is in this context that the study of alienation has attracted the attention of researchers. Alienation is a non-cognitive trait of the personality which refers to a syndrome of powerless, isolation & self estrangement Citing the works of other Psychologist, Fromm-Reichmann consider alienation “the common fate of person in modern society” (Fromm-Reichmann 1959). One of pioneer study is that of Davids (1955) who observed that alienated person has a weak ego structure. McDill (1961) found a direct relationship between anomie and authoritarianism. In an extensive study Tolar (1971)

*Dr. Sandeep Kumar, Prof. Tecnia Institute of Advanced Studies, Rohini, Delhi.
examined the relationships between alienation and a number of personality variables in male sample and found that alienation has significant positive correlations with external locus of control, hostility, depression and anxiety. Tolar (1971) notes greater susceptibility to persuasive techniques meaning there by more suggestibility on the part of the alienated person. Steinger (1976) found that dogmatism was a critical factor of alienation, though he suggested that dogmatism in this content should more accurately be called “derogation and aloneness.” In an Indian study of 80 male students it was observed that there is a positive and significant correlation between dogmatism and alienation (Pestonjee and Singh, 1978). On a perusal of studies referred above it becomes clear that there would be some basic personality traits associated with alienation. If it is accepted that worthwhile interesting investigation to identify some of the personality traits associated with alienated employees.

Objective

The Objective of the present paper is to make a comparative study of the personality traits of the alienated & non alienated employees.

Method

The selection of sample was based on multistage random sampling procedure. Firstly 400 male government employees were selected and given alienation scale. On the basis of this scale 185 were found alienated employees.

The final study was conducted on 200 employees, out of which 100 were alienated and 100 non - alienated. The age range of all employees was 30-40 years. Their educational qualification varied from 6 to 10 years. All employees belonged to middle income group.

Tool

For the measurement of alienation Dean’s Alienation scale(1961) was used. Alienation scale is five point Likert Scale designed to measure alienation along the dimensions of social isolation, powerlessness and normalessness. In all , the scale has 24 items and score on each item ranges from 0 to 4.

For the measurement of personality characteristics, the 16 PF questionnaire constructed by Cattle & Eber (1962) was used.

Procedure

Prior appointment was taken with the subjects and each was contacted individually on the scheduled date & time. They were asked to be honest in their responses. The data were collected by administering 16 PF questionnaires. Scoring was done as per the instructions of the manual of the test. Though the testing was lengthy, the subjects were cooperative and willing to undertake the testing. The obtained results were statistically analyzed using one way ANOVA or F-ratio.

Results

The following table shows the means of alienated and non alienated employees on personality factors A,B,C,H,I,M and O. Analysis of variance was computed to test the differences between the means of above said two groups on each of the factors.

<table>
<thead>
<tr>
<th>Personality Factors</th>
<th>Mean</th>
<th>df</th>
<th>F-ratio</th>
<th>Level of significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>A Reserved v/s outgoing</td>
<td>9.99</td>
<td>10.36</td>
<td>1/198</td>
<td>11.01</td>
</tr>
<tr>
<td>B Scholastic Mental capacity</td>
<td>10.60</td>
<td>9.17</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>C Ego Strength</td>
<td>12.36</td>
<td>13.36</td>
<td>28.73</td>
<td>.01</td>
</tr>
<tr>
<td>H Parmia v/s Threctia</td>
<td>12.31</td>
<td>14.49</td>
<td>7.06</td>
<td>.01</td>
</tr>
<tr>
<td>I Tender minded v/s Tough minded</td>
<td>12.87</td>
<td>9.02</td>
<td>21.68</td>
<td>.01</td>
</tr>
<tr>
<td>M Autia v/s Praxernia</td>
<td>13.81</td>
<td>10.02</td>
<td>22.49</td>
<td>.01</td>
</tr>
<tr>
<td>O Shrewdness v/s Artlessness</td>
<td>12.38</td>
<td>9.35</td>
<td>20.76</td>
<td>.01</td>
</tr>
</tbody>
</table>

F value at 1 and 198 df = 3.98 at .05 level and 6.76 at .01 level
Factor A(Reserved v/s Outgoing)
The mean of the alienated and non alienated employees on the factor A are 9.99 and 10.36 respectively. The difference between the two means is significant because the F-ratio 11.0 is greater than F-value required at at .01 level.

The low mean of the alienated employees shows that they tend to be reserved, detached, critical and cool. They like things rather than people, working alone and avoid compromises. They are likely to be precise, critical and obstructive or hard. They are rigid in their way of doing things and in personal standards.

The high mean of non-alienated employees shows a greater probability of their easy going. They tend to be good people, soft hearted, kindly adaptable. They may readily from active groups, be generous in personal relations, be less afraid of criticism. They like occupations dealing with people and socially impressive situation. All these characteristics of non-alienated employees indicate a probability of interaction with their friends & colleagues.

Factor B (Scholastic Mental capacity)

As regard to factor B the alienated and non alienated employees have mean scores 10.60 and 9.17 respectively. The difference between two means is significant because the value F is much greater than the required value of F at .01 level.

The high mean of the alienated employees shows that they tend to be intelligent, fast learner, quick to grasp ideas and mentally alert. The low mean score of the non-alienated employees show that they tend to be slow to learn and grasp, dull given to concrete and liberal interpretations.

Factor C (Ego strength)

On factor C the alienated and non-alienated employees have mean scores 12.36 and 13.66 respectively. The difference between these two means is significant because F-ratio is much greater than required value of F at .01 level.

The high mean of the alienated employees shows that they tend to be emotionally mature, stable, unruffled, realistic about life, possessing ego strength, more able to maintain solid group morale.

While the low mean score of alienated employees shows that they have the high chances to be low frustration, tolerance for unsatisfactory conditions, evasive of necessary reality demands, neurotically fatigued, fretful, easily emotionally annoyed, active in dissatisfaction, having neurotic symptoms. These personality characteristics may make a person disturbed, lower down his adjustment and hence he may feel alienation.

Factor H (Parmia v/s Threctia)

As regards to factor H, the mean of the non-alienated employee was 14.49 while the mean of the alienated employee was 12.31. The obtained F – value is 7.06 which is greater than the required value of F at 0.01 level. Hence it shows a significant difference between these two means.

The low mean direction of the alienated employees indicates that they may be shy, withdrawing, cautious, retiring. They usually suffer from inferiority feelings. They tend to be slow and impede in speech and in expressing themselves. They prefer one or two close friends and are not given to keeping in contact with all that is going on around them. While the high mean of the non alienated employees shows that they may be venture some, socially bold, unhindered and spontaneous. It may be due to their authority and speak out whatever comes to their minds.

Factor I (Tender minded V/S Tough minded)

With regard to factor I the alienated employees scored high (12.87) as compared to disalienated employees ( 9.02) The F value is is 21.68 which is greater than required F value at .01 level and hence the difference between two means is significant.

The high mean direction of the alienated employees indicates that they tend to be tender minded, dependent, over protective. They may be sensitive and day dreaming. They are artistic, feminine, impatient and demanding of attention. All these characteristics of the alienated employees may help to develop alienation feeling.

On the other side non-alienated employees tend to be rough minded, realistic, self reliant. They may be practical, masculine, independent.

Factor M (Autia – Praxernia)

On this factor the alienated and non – alienated employees have mean scores 13.81 and 10.02
respectively. The difference between two means is significant at .01 level.

The high mean of alienated employees shows a greater probability of their careless of practical matters. They tend to be imaginative wrapped up in inner urgencies, oblivious of particular people and physical realities a Bohemian.

On the other side the non-alienated employees tend to be practical, careful, conventional, attentive to practical matters, regulated external realities.

**Factor O (Shrewdness – Artlessness)**

With regard to factor O the alienated employees scored high 12.38 as compared to non-alienated employees’ mean 9.35. The value of f ratio 20.76 is significant at .01 levels.

This means that alienated employees tend to be apprehensive, depressed, moody, worrying and anxiety laden. On the other side the non-alienated employees tend to be placid, self assured, confident, unanimous confidence in their capacity to deal with things.

The above discussion shows that the alienation of the employees is likely to be the function of their personality make up. But this should not be mean that personality make up is the only cause of alienation. The result of the present study simply means that there are certain personality factors which are more responsible to alienation of the employees.

The main conclusion of this study is that the alienated and non-alienated employees differ significantly on Factor A, B, C, H, I, M and O of 16 PF. It can be safely said that the feeling of alienation is highly related with the personality of workers.

**References**

- Steinger, M. 1975: The pursuit of dogmatism factor derogation or alienation, Psychological reports, Dec – 37(3) 2, 941-42