An Examination of the Impact of Personality and Intelligence on

Workplace Happiness

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Abstract

The aim of the paper is to find out the relation between personality, intelligence and workplace happiness. The required data for the study are collected with the help of three standardized instruments from medical doctors of West Bengal. Descriptive statistics and correlation are used for interpretation of data. The findings of the study reveal that personality types and intelligence cannot predict the workplace happiness but the combination of personality types and intelligence factor can inferred medical doctors' workplace happiness. This paper contributes new and valuable knowledge since personality type and Multiple Intelligences have not been studied with regards to workplace happiness.

Key Words: Happiness, Doctor, Workplace, Intelligence, Personality type and Multiple Intelligences.

An adult individual spends more than one-third of his/her life at work (Wrzesniewski et.al 1997). So our health and happiness is influenced by work life. The Happy individual is more productive, energetic, creative and satisfied .They contribute to better business results and able to manage interpersonal relationships. Workplace happiness is significant for employees as well as employers. Happiness at work has many positive outcomes such as superior attention, longevity, recovery from illnesses, and protecting people against the onset of disease (Sebastian Rothmann;2010).On the contrary unhappiness in the workplace decreases production and reduces employees work performance, and, increases the risk of accidents and increases relationship conflicts at work (Peter war, 2009).

Wikipedia stated happiness, as an emotional state which is identified by feelings of pleasure, enjoyment, and contentment. A person is happy when he/she has liberty to do what they like to do. Job fit i.e. match between a person's cognitive abilities, interests and personality dynamics with those required by the job; makes him/her happy and engaged. It is anticipated that more than half of the world's population is unhappy. This individual is short of interest and is not energetically and productively engaged with the world (Ryan & Dec; Seligman in Elmari Deaconal et.al.2010). Gallup study found that almost one-third of the employees in most companies are not engaged at work and this costs billion of dollars (Pamela Holloway, 2003). Many researchers have tried to find out objective and subjective factors that influence workplace happiness and yielded consistent results. At present researchers and organizations are more interested in finding;

how the intangible job characteristics and personal traits affect happiness. Studies show that in spite of life events, some persons experience more happiness and satisfaction than others. Today it is believed that happiness of persons is predicted by their personality traits up to 50 percent (Masoum Ali Salimian et.al.2012) . Boehm & Lyubomirsky (2008) indicated that happiness is created genetically (50%), environmentally (10%) and by enhancing personal skills and activities (40%). So in the current paper an attempt has been made has made to examine the impact of Personality Type and Intelligence factors (Multiple Intelligences) on workplace happiness .

Literature Review:

Personality and Happiness: Over the years researches have been done to examine the relation between personality traits and happiness and have yielded consistent results (Adrian Furnham Irene Christoforou). Eysenck (1983) stated that people with extraversion had stable happiness level. The ability of easy sociability and pleasant interaction with people of extraversion made a positive influence on happiness. In the same way, if happiness negatively influenced by worries and anxieties than unsteadiness and neuroticism were associated to unhappiness . Kenneth O. Doyle and Seoumni Youn (2000) found that Extraverts were happier than Introverts, and Tender minders were happier than Tough minders. They acknowledged the patterns of likeness and distinction over personality types in happiness with respect to good eating habits,

financial insecurity, anxiety and tension, financial optimism, and health concerns. Personality traits low neuroticism and high extraversion (stable extraversion) associated with high levels of personal happiness (Leslie J Francis et al 2011).There was a positive direct relation between extraversion and happiness; and a negative direct relation between neuroticism and psychoticism with happiness(Nooshin Pishva et al ;2011) . Extraversion, agreeableness and conscientiousness were positively related to happiness and Neuroticism and openness had negative relation with happiness (Mansoor Momeni et al ,2011). Personality dimensions - neuroticism, extraversion, conscientiousness, feeling and judicative, respectively accounted 45% variance in happiness and Personality traits agreeableness, openness and sensationalism had no considerable association with happiness (Seddigheh Bahiraei et al ,2012). Greg Huszczo and, Megan Endres (2013) found that there was difference in personality trait between happy male and female. Female who had feeling dimension and men who had thinking dimension of personality were happy. Insignificant differences in other types were observed and also insignificant differences in Females with thinking preferences and males with feeling preferences.

Intelligence and Happiness: It is believed that intelligence also leads to happiness. People who are happy generally do many complicated work better and talented (Isen and Means, 1983). They are constructive, learn things easily, dynamic and imaginative (Isen, 2000). Many of our life outcomes

such as educational achievement, occupational attainment and job performance were influenced by our intelligence level. (Gottfredson, 1986a; O'Reilly and Chatman, 1994; Schmidt, Ones, and Hunter, 1992). Ruut Veenhoven and Yowon Choi (2012) explored the relation between intelligence and happiness at individuals' level and at the level of nations. At individual level intelligence and happiness are not correlated but they reported that at nation level there was a strong positive relation between these two variables. Riggio, R. E. & Reichard, R.J. (2008) found that applying multiple intelligences test in the workplace organizational leader could use human capital more effectively. According to H. Gardner (2006), the workplace calls for different intellectual strengths, intelligence profiles, and intellectual relations to coworkers. There exist a positive relationship between multiple intelligences and productivity (Qader Vazifeh Damirchi et.al, 2011). Dr. R. Senathiraja (2013) assessed the relationship between multiple intelligences and team development and found positive relation between multiple intelligences and team development. It proved that multiple intelligence levels of IT employees had a significant role of employee's day to day work.

No study has been found to investigate the personality type and multiple intelligence factors of happiest doctors' at their work place. Therefore, in this paper an attempt has been made to discover the personality type and multiple intelligences profiles of happiest and unhappiest doctors' at their work place. For this purpose three standardized tools --- job Centrals Singapore Happiness Index; MBTI Indicator and Howard Gardener Multiple Intelligence test which are at present mostly applied by the researches, are used to determine individuals' level of happiness, personality type and multiple intelligence profiles.

Research Objectives:

1.To study the work place happiness level of doctors 2.To find out the relationship between the personalities types as indicated by the Myers-Briggs Type Indicators (MBTI) and happiness at work. 3. To analyze the relationship between multiple intelligences and happiness at work and 4.To study the combination of which personality type and intelligence factor gives maximum happiness of doctor at their profession and the combination of which personality type and intelligence factor gives minimum happiness at their profession.

Hypothesis: The following hypotheses are tested in the study:-

H_1: There is no significant relationship between personality type and workplace happiness.

H_2 – There is no relationship between multiple intelligences and happiness of medical professional in West Bengal.

H_3: There is no difference in the combination of personality types and intelligence factors between doctors who are very happy in their profession and doctors who are very unhappy in their profession.

Significance of the Study: This paper contributes new and valuable knowledge since personality type and Multiple Intelligences have not been studied with regards to workplace happiness. Different personality types and multiple intelligences profile of people have demonstrated preferences for different ways of thinking and looking at their experiences, which are manifested in different behavior patterns. Different occupations and jobs offer various settings in which certain types of people feel comfortable and are happy. By identifying personality types and multiple intelligences of medical professional knowledge is gathered about the types and intelligences of people who selected that occupation. The present study is an investigation of the relationship between personality, multiple intelligences, and happiness which definitely help to find ways and means to meet challenges that require a new understanding in the medical professional attraction, selection and retention space. This study attempts to add new and valuable knowledge in understanding personality, multiple intelligences and happiness of health professionals in India.

Method: The present study is a descriptive research. The study was carried out with a total of 102 doctors serving in North Bengal Medical College; the participants were randomly selected from the said college. Of the doctors participating in the study, 86(46.1%) were male and 16 (53.9%) were female. (Prasad et.al 2016)

Instruments: To collect quantitative data to fulfill the objectives of study a survey was conducted by means of three standardized tools. One was relating to Personality characteristics by the Myers-Briggs Type Indicator (MBTI), revised form to suit the objective of the study, the others were Howard Gardener's Multiple Intelligences Test (MI) and Job Central Works Happiness Indicator. As the tools are standardized their validity was ignored in this study.

The MBTI is a self-report questionnaire based on Carl Jung's theory of psychological types. There are eight personality preferences which are paired along four bi-polar scales. The four dimensions can be combined to identify sixteen personality types designated by four letters representing each of the preferred mental attitudes and function (eg. ESTJ, INFP etc). (Prasad et.al 2016)

Multiple intelligences test was used to identify eight multiple intelligence abilities as defined by Gardner (2006), namely verbal-linguistic, logical-mathematical, visual-spatial, musical-rhythmic, interpersonal, intrapersonal, bodily-kinesthetic, and naturalistic.

Jobs Central Works Happiness Indicator was the tool used to study how happy doctors were with their jobs. It has been widely used in Singapore where online participation is voluntary and open to all Singapore workers above the age of 16. It is widely recognized as a comprehensive tool to ascertain workplace happiness. (Prasad et.al 2016)

The data gathered were analyzed using the descriptive statistics.

Findings and Data Analysis: In this survey 32% doctors were moderately happy, these individuals lack enthusiasm and were not actively and productively engaged with the

work. 40% were happy and only ten percent doctors are highly satisfied with their job and actively engaged in their profession. 9.8% of the doctors were unhappy but there is hope that with positive changes in the workplace the situation can improve. 7.8% do doctors were very unhappy with their profession and lack enthuses. The survey sheet shows that Out of very unhappy doctors 50% were (4/8) female and the percentage of a very happy female doctor was only 6% (1/16). Statistically there was no significant difference between male and female happiness. (Prasad et.al 2016).

Table-1 shows ESFP type represent maximum (2%) of very happy doctors, but INFP (16%) personality type had the highest representation. Hammer (in Leonie Tickle,2009) found that a number of studies suggested that those types who were less frequent or underrepresented in an occupation tend to be less satisfied or had higher intention to leave the occupation that did those types who were more frequent or whose fit with the occupation was judged to be better. This statement is not fully true in this survey, ESFP represents a maximum percentage (22.22%) of very happy doctors compare to INFP (12.5%). There was no ESFP type of doctor in a very unhappy group. Only 9% faculty doctors had ESFP type personality. This type is attracted to business and medicine (Myers, 1962). In this study, ESFP displaced respondents' group traits. These types of people are outgoing, friendly, and accepting. ESF personality type enjoys working with others to make things happen. Bring common sense and a realistic approach to

Table 1 Personality and Happiness (frequency distribution)

Type/Happy	Very unhappy	Unhappy	Moderately happy	Happy	Very happy	Total
ENTP	1	1	1	3	0	6
ENTJ	0	0	2	0	0	2
ENFP	1	0	1	7	1	10
ENFJ	1	0	2	2	0	5
ESTP	0	0	1	2	0	3
ESTJ	0	2	7	5	1	15
ESFJ	1	2	0	3	1	7
ESFP	0	0	3	4	2	9
INTP	1	0	1	1	0	3
INTJ	0	1	1	0	1	3
INTP	1	0	2	0	0	3
INFP	0	2	6	6	2	16

ISTP	0	1	1	2	0	4
ISTJ	0	0	1	1	1	3
ISFP	1	0	4	4	0	9
ISFJ	1	1	0	1	1	4
Total	08	10	33	41	10	102

Sources:(Prasad et.al 2016);Score1-20= very unhappy;21-40=unhappy;41-60=modrate;61-80=happy and 81-100= very happy

their work, and make work fun . They are also flexible and spontaneous, adapt readily to new people and environments. Learn best by trying a new skill with other people (MBTI Foundation). (Prasad et.al 2016)

No ENTJ, ESTP and ISTP personality type of doctors were either very happy or very unhappy .ISFJ, ESFJ and ENFP personality type had same (1%) percent in both groups. No ENTP, ENFJ, INTP, and ISFP type of respondents were very happy but 1%each of this type was very unhappy. In this survey, it was found that no ESTJ, ESFP, INTJ, INFP, ISTP and ISTJ personality type of doctors were very unhappy. ENFP (7),INFP (7),ESTJ (5),ESFP (4),ISFP(4),ENTP(3)

and, ESFJ(3) type of doctors were moderately happy they lack enthusiasm. (Prasad et.al 2016)

Analysis of data in this study failed to show relationships between MBTI personality types of medical doctor and their happiness at work. ISFJ, ESFJ, and ENFP types were both in very happy and very unhappy group. The hypothesis that personality type has no significant influence on workplace happiness is accepted. There are no differences in type preference between doctors who are very happy or very unhappy at work; nor is it possible to predict happiness from MBTI preference types. (Prasad et.a.l 2016).

2. Advancement levels of the doctors' multiple intelligence domains.

Multiple intelligence domain	Highly advanced		Advanced		Moderately advanced		Slightly advanced		Unadvanced	
	F	%	F	%	F	%	f	%	F	%
Verbal	2	1.97	37	36.27	47	46.07	16	15.69	Nil	Nil
Logical	22	21.57	47	46.07	24	23.53	9	8.83	Nil	Nil
Spatial	4	3.92	38	37.25	48	47.06	11	10.77	1	1
Kinesthetic	4	3.92	32	31.37	43	42.15	18	17.66	5	4.9
Musical	11	10.78	28	27.45	36	35.29	22	21.58	5	4.9
Interpersonal	12	11.76	41	40.19	41	40.19	7	6.86	1	1
Intrapersonal	5	4.9	40	39.21	46	45.09	10	9.80	1	1
Naturalistic	5	4.9	24	23.5	47	46.07	23	22.57	3	2.96

Sources:Prasad et.al ,2016;0-7=unadvanced;8-16=slightly advanced;17-23=moderately advanced;24-31=advanced;32-40=highly advanced

Table -2 shows the distribution of multiple intelligence profiles of doctors according to advancement levels. For comprehensive analysis frequency and percentage were calculated for the advancement levels of each multiple intelligence factors. As is clear from the table, there are doctors with all levels from "unadvanced" to "highly advanced" in spatial-visual, kinesthetic-bodily, musical-rhythmical, interpersonal, intrapersonal and naturalistic intelligence domains. In the remaining intelligence domains, on the other hand, medical professional have at least "slightly advanced" level and higher levels. The doctors with "highly advanced" levels do not have significant numbers in any intelligence domains. In the survey mathematical-logical has highest numbers following interpersonal intelligence domains. (Prasad et.al 2016)

Table-3 Correlation coefficients between doctors' happiness and multiple intelligence domains

Multiple Intelligence domains / Happiness	Verbal-Linguistic	Logical-Mathematical	Visual-Spatial	Musical-Rhythmical	Bodily-Kinesthetic	Interpersonal	Intrapersonal	Naturalistic
Pearson correlation	-.111	-.038	.132	.108	.071	.108	-.192	.053
SING.(2-tailed)	.915	.702	.186	.4281	.448	.281	.94	.597

Pearson's Correlation had been used in order to assess the nature of the relationship between Multiple Intelligences and happiness. The Pearson's Correlation values were less than 0.5 indicates that there was no association between Multiple Intelligences and happiness and also statistically not significant at 5% significance level. No relation can be seen between the variables. It refers that Multiple Intelligences do not determine happiness levels of doctors.

As the significance value was greater than 0.05 we conclude that there is no significant association exists between the multiple intelligence domains and happiness. It can be said that null hypothesis should be accepted and alternative should be rejected. It is evident that there is no relationship between Multiple Intelligences and happiness level. The correlation values are

statistically not significant at any significance level. From this finding, it cannot be said that the use of Multiple Intelligences to improve service quality or efficiency of doctors, would directly impact their performance.

Table -1 reveals that 9.8% (10/102) and 7.8% (8/102) doctors of the sample were very happy and very unhappy at their workplace. No ISTP, ESTP and ENTJ personality type of doctors were either in very happy or very unhappy group. ISFJ, ENFP, ESFJ were Common personality types in both very happy and very unhappy doctors.

Table-4 personality Type and MI of very Unhappy and very Happy Doctors

Very Unhappy	MI	Very happy	MI
ENTP	Interpersonal	ESTJ	Interpersonal
ENFP	**Logical/Mathematical**	**ENFP**	**Interpersonal**
ENFJ	Verbal/linguistic	ESFP	Body/Kinesthetic And Logical/Mathematical
ESFJ	**Rythmic**	**ESFJ**	**Logical/Mathematical**
INTP	Logical/Mathematical	INTJ	Logical/Mathematical
INFJ	Logical/Mathematical	INFP	Interpersonal and Logical/Mathematical
ISFP	Verbal/linguistic	ISTJ	Rythmic
ISFJ	**Logical/Mathematical**	**ISFJ**	**Verbal/linguistic**

In table -4 we see that at both the level of happiness the combination of personality type and MI of doctors differ. This meant that null hypothesis is rejected. There is a difference in the combination of personality types and intelligence factors between doctors who are very happy in their profession and doctors who are very unhappy in their profession. ISFJ, ENFP, ESFJ were Common personality types in both very happy and very unhappy doctors. The common personality types in both very happy and very unhappy doctors had different multiple intelligence factors. ISFJ with verbal-linguistic intelligence, ESFJ with logical/mathematical and ENFP with interpersonal intelligence was happy but ISFJ with logical/mathematical, ESFJ with rhythmic and ENFP with logical/Mathematical intelligence were unhappy. This indicates that personality type alone could not predict workplace happiness. Factors of MI also have an influence on happiness.

None of the doctors both in the very happy and very unhappy sections exhibited spatial,

intrapersonal and existential intelligence factors. Also none of the very happy doctors exhibited naturalistic intelligence (which is portrayed as being a precursor to having intelligence for medicine, environment, and natural sciences); so there may be a difference between a good/efficient doctor and a doctor happy with his position in life.

Summary and Conclusion: Happiness has a great role to play in work performance. Higher level of happiness gives employees high satisfaction and high satisfaction means higher performance. Happiness creates passion among individuals for their work. Happy doctors are crucial to the future success of health care institution. In view of these issues, the present study was conducted to identify the personality type and multiple intelligence factors of very happy and very unhappy doctors at their workplace. It was hypothesized that there is no difference in the combination of personality types and intelligence factors between doctors who are very happy in their profession and doctors who are very unhappy in their profession. Results revealed that there is the difference in the combination of personality types and intelligence factors between doctors who are very happy in their profession and doctors who are very unhappy in their profession. Thus it can be said that the combination of personality type and multiple intelligence factors affect happiness at work for the medical profession.

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