

# SELF-MONITORING PERSONALITY

<sup>1</sup>DR.R.VENKADESA NARASIMMA PANDIAN (Ph.D), <sup>2</sup>S.GIRIJA

<sup>1</sup>Assistant Professor, <sup>2</sup>PG Scholar  
Department of Management Studies  
Bharath Niketan Engineering College,  
Affiliated to Anna University

**Abstract:** Self-Monitoring is defined as a personality trait that refers to ability to regulate behavior to accommodate social situations. Self-Monitoring Personality can be defined as a personality trait involving the extent to which individuals adopt their behavior to the demands of speech situations, primarily to make the best possible impression on others.

**Keywords:** blood pressure; primary care; general practitioners

## Introduction

Self – Monitoring indicates that respect done by the people readily change their behavior so that it matches the specific situations and so they can make the best possible impression on other. Self – Monitoring personality among employees is referred to as how the employees monitor themselves at work place, their strength and weakness and also their mental level.

## Meaning

Self - Monitoring is a theory that deals with the phenomena of expressive control. Self – Monitors try to understand how individual and group will perceive their action. It is a personality trait refers to the ability to regulate behavior to accommodate social situations.

## Definition

Self - Monitoring personality can be defined as the personality trait involving the extent to which individuals adopt their behavior to the demands of speech situations, primarily to make the best possible impression on others. It is a personality trait that refers to ability to regulate behavior to accommodate social situation.

## Self – Monitoring Scale

Mark Snyder originally developed a scale to measure whether people were high or low self – monitors in 1974 as a 25 item measure. The scale was revised into an 18 item measure that is considered superior to the original scale and has been used in self – monitoring. The three factor analysis solution was the most common and usually interpreted as acting, extraversion, and other directedness.

## Types of Self – Monitoring

- ❖ High level Self – Monitoring
- ❖ Low level Self - Monitoring

## High Self – Monitoring

A score of 13-25 indicates high self – monitors. Some traits of High Self – Monitoring include readily and easily modifying their behavior in response to the demand of the situation. It is much easier to modify their behavior based on the situation. They would be more likely to change their belief and opinion depending on who they are talking to.

## Low Self – Monitoring

A Score of 0-8 indicate low self – monitors. Low Self – monitor care little about modifying their behavior in response to the situation and tend to maintain the same opinion and attitude regardless of situation. They do not modify their behavior would tend to be consistent throughout all situation. Though the Self – Monitoring personality represent how the employees monitors themselves about their strength and weakness. I focus only on how the employees react or monitor, express themselves at the time of stress occur.

## Stress

Stress is a pressure or tension extended on a material object. Stress refers to a complete pattern of emotional states, physical reactions and related thoughts occurring in response to external demands. It is the body response to environment situations .It can lead to some physiological discomfort, some kind of emotional unhappiness, happiness, strained relationship with other people.

Stress is defines as an adaptive response to an external situation that result in physical, psychological and behavioral deviations for organizational participants.

## Sources of stress

- Extra-Organizational Stressors
- Organizational Stressors
- Group Stressors
- Individual Stressors

### **Extra-Organizational Stressors:**

Job stress is not limited to things that happen inside the organization, during the working hours. It also contributes to job stress. These stressors include the following factors.

#### **1. Political factors :**

Political factors are likely to cause stress in countries which suffer from political uncertainties'. The reason is that countries have stable political system where change is typically implemented in an orderly manner.

##### **1. Economic Factors**

Changes in business cycles create economic uncertainties. When the economy contracts people get worried about their own security. Minor recessions also cause stress in the workforce.

##### **2. Technological Factors**

The environmental factors that can cause stress is technological uncertainty. Computers, automation are other forms of technological innovations which are threat to many people and cause stress.

### **Organizational Stressors**

In organizations, there is no shortage of factors which can cause stress. Almost every aspect of work can be a stressor for someone or the other. These stressors include the following factors.

#### **1. Job Related Factor**

These factors are also termed as task demands, which are related to the job performed by an individual.

#### **2. Role Related Factors**

Role related factors relate to pressures placed on a person as a function of the particular role he or she plays in the organization.

#### **3. Interpersonal and Group related Factors**

Interpersonal demands are pressures created by the other employees. Group related stressors include factors like conflict, poor communication pleasant relationship and fear of being started from the group as a valued member.

#### **4. Organizational Structural Factors:**

Organizational Structure defines the level of differentiation, the degree of rules and regulation and where decision are made

### **Group Stressors**

Another source of stress in organization is poor interpersonal relationship or conflicts. These conflicts can be among the members of the group or between the superior and subordinate. Group can also be a potential source of stress.

#### **1. Group Cohesiveness :**

It is very important to the employee particularly at the lower level of the organization. Lack of cohesiveness can be very stress producing especially for these people who cannot thrive in isolation. Too much cohesiveness will also lead to stress.

#### **2. Lack of Social Support**

Satisfaction though a state of mind is primarily influenced by the positive external factors.

#### **3. Conflict**

People who are working in the organization are prone to interpersonal and intergroup conflict.

### **Individual Stressors**

The typical individual works for about 8 to 10 hours a day. The problem and experience which has to face in the remaining 14 to 16 non-working hours can spill over to his work place.

#### **1. Job Concern :**

Job concern is lack of job security which can lead to anxiety or fluctuation to the individual.

#### **2. Career Changes :**

When an employee has to relocate geographically because of transfer or promotion it may cause stress.

### **Stress Consequences**

The effect of stress is closely linked to individual personality. The same level of stress affects different people in different ways. Stress shows itself in a number of ways. For instance, an individual who is experiencing a high level of stress may develop high, ulcers, difficulty in making routine decisions. These can be subsumed into two categories.

- Individual Consequences
- organizational Consequences

### **Individual Consequences**

Individual consequences of stress are those, which affect the individual directly. Due to this the organization may suffer directly or indirectly. Individual consequences of stress are broadly divided into behavioral, psychological, and medical.

#### **Behavioral**

Behavioral consequences of stress response that may harm the person under stress. Behaviorally related stress symptoms include changes in productivity, turnover, as well as changes in eating habit, rapid speech and sleep disorders.

#### **Psychological**

Psychological consequences of stress replace to an individual mental health and well-being from or feeling depressed. Job related stress could cause dissatisfaction, in fact it has most psychological effect on the individual and lead to tension, irritability.

## **Organizational Consequences**

Organizational consequences of stress have direct affect on the organizations. These include decline in performance, withdrawal, and negative changes in attitude.

### **Performance**

Decline in performance can translate into poor quality work or a drop in productivity. Promotion and other organizational benefits get affected due to this.

### **Withdrawal**

The two most significant form of withdrawal behavior are absenteeism and quitting. People that are having a hard time coping with stress in their jobs are more likely to call in sick and consider leaving the organization for good.

### **Attitude**

Another direct organizational consequence of employees stress relates to attitude. Job satisfaction, morale, and organizational commitment can suffer along with motivation to perform at high levels.

## **RESEARCH METHODOLOGY**

### **Research Meaning**

Research is defined as “a Scientific and systematic search for pertinent information on a specific topic”. Research is an art of scientific investigation; research is a systemized effort to gain new knowledge. It is a careful inquiry especially through search for new facts in any branch of knowledge. The search for knowledge through objective and systematic method of finding solution to a problem in research.

### **Research Methodology**

The research methodology is scientific and systematic for pertinent information on specific topic. It is a careful investigation or inquiry especially through search for new facts in any branch of knowledge. This research study is taken as a part of educational curriculum. Research is a systematized effort to gain knowledge and hence, it helps to practical knowledge in study various steps that are generated adopted by a research in studying his research problem along with the logic behind them.

### **Research Design**

A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. Regarding this project, descriptive research design concern with describing the perception of each individual or narrating fact on welfare measure and diagnostic design helps in determine the frequency with which something occurs or it's associated with something else. These two research design help in understand the characteristic in a given situation. Think systematically about aspect in given situation, offers idea for probe and research help to make certain simple decision. The type of research is descriptive in nature, since an attempt was made to find out interrelationship between variables.

### **Source of data**

Data is collected from both primary and secondary sources.

### **Primary Data**

Primary data are collected through a structured questionnaire. A well structured questionnaire has been prepared given to the respondents by the research.

### **Secondary Data**

Secondary data are collected from the published data available within the company and also from the internet.

### **Sample Size**

Sample size means the number of sampling units selected from the organization for investigation. The total sample size that is taken for this study is 100.

### **Sampling Unit**

The design adopted for this study is descriptive research design. This design was chosen as it hence chooses accurately the characteristic of a particular system helped to study the availability of the system as well as constant that might restricts as effectiveness.

### **Sampling Method**

A sampling technique in which a sample is selected on the basis of convenience and ease.

### **Research Instrument**

Structured questionnaire is used here as the instrument to collect the data, both open ended and closed ended questions were used to possible.

### **Tools for Analysis**

- Percentage Analysis
- Weighted Average Method
- Chi square

### **Percentage Analysis**

Percentage analysis has been done to obtain the percentage of respondents highly satisfaction, satisfaction, highly dissatisfaction, dissatisfaction for each factor. Percentage analysis can be calculated as follows: First of all the frequency i.e., the total population is noted in a tabular column then the percentage is calculated by dividing each frequency with the total population and then multiplied by 100. Then the values are noted in the column as a percentage.

In the percentage analysis percentage is calculated by multiplying the number of respondents into hundred and it is divided by the sample size.

Percentage analysis = (No. of respondents / Total no. of respondents)\*100

### Data Analysis and Interpretation

The data collected through the various sources was converted into readable from through the process of classification, arrangement, and presentation of data. The data was tabulated and analyzed for logical statement using samples static method percentage analysis and weighted average method and chi square.

#### Percentage analysis

TABLE - 1  
STRESS RELATIONSHIP

Stress relationship	No of respondent	Percentage
Work Environment	30	30%
Supervision	40	40%
Workgroup	30	30%
Social Injustices	0	0%
Total	100	100

#### INFERENCE

From the above table out of 100 respondent 30% of respondents having stress relate to working environment , 40% of respondents having stress relate to supervision , 30% of respondents and 30% of respondents having stress relate to workgroup.

TABLE - 2  
FACING STRESS

Facing Stress	No.of.respondents	Percentage
Very High	50	50%
High	20	20%
Neutral	10	10%
Low	10	10%
Very Low	10	10%
Total	100	100

#### INFERENCE

From the above table out of 100 respondent 50% of respondents face very high stress , 20% of respondents face high stress, 10% of respondents face neutral level stress , 10% respondents face low stress and 10% of respondents face very low stress.

### CHI SQUARE TEST

Age Vs Stress Among Employees

Null Hypothesis :(H0)

There is no relationship between age and stress among employees

Alternative Hypothesis :(H1)

There is a relationship between age and stress among employees.

$$\text{chi square , } \chi^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

Age Stress	Below 20	21-30	31-40	Above 40	Total
Very High	20	13	4	3	40
High	12	9	5	2	28
Neutral	7	6	3	1	17
Low	2	3	4	1	10
Very low	1	2	2	0	5
Total	42	33	18	7	100

**RESULT :**

O	E	O-E	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
20	16.8	3.2	10.24	0.6095238
12	13.2	-1.2	1.44	0.1090909
7	7.2	-0.2	0.04	0.0055556
2	2.8	-0.8	0.64	0.2285714
1	11.76	-10.76	115.7776	9.845034
13	9.24	3.76	14.1376	1.5300433
9	5.07	3.93	15.4449	3.0463314
6	1.96	4.04	16.3216	8.3273469
3	7.14	-4.14	17.1396	2.4005042
2	5.16	-3.16	9.9856	1.9351938
4	3.06	0.94	0.8836	0.2887582
5	1.11	3.89	15.1321	13.632523
3	4.2	-1.2	1.44	0.3428571
4	3.3	0.7	0.49	0.1484848
2	1.8	0.2	0.04	0.0222222
3	0.7	2.3	5.29	7.5571429
2	2.1	-0.1	0.01	0.0047619
1	1.65	-0.65	0.4225	0.2560606
1	0.9	0.1	0.01	0.0111111
0	0.35	-0.35	0.1225	0.35
			<b>Total</b>	<b>50.651117</b>

Degree of freedom=12

Level of significance = 5%

Calculated value= 50.65

Table value=21.026

Calculated Value>Table Value

50.65 > 21.026

Since H1 is accepted . There is a relationship between age and stress

**WEIGHTED AVERAGE METHOD**

Factors Influencing Self-Monitoring

S.NO	Self Monitoring	W=5	W=4	W=3	W=2	W=1	Total	Average	Rank
1	Personal Obligation	45	35	20	10	10	455	91	9
2	Employee behavior	56	32	45	23	15	604	120.8	5
3	Argument for the ideas	34	24	56	32	18	516	103.2	7
4	Working long Hours	20	34	45	23	34	451	90.2	10
5	Package level	34	56	76	54	32	762	152.4	1
6	Angry at work if hurt	45	20	30	35	32	497	99.4	8

7	Disturbance at work	34	56	45	21	45	616	123.2	4
8	Designated position	56	45	34	23	25	633	126.6	3
9	Employee opinion	56	43	32	35	46	664	132.8	2
10	Relatively Support	34	46	45	21	34	565	113	6

**RESULT :**

Factors	Average	Rank
Personal Obligation	91	9
People behavior	120.8	5
Argue for the ideas	103.2	7
Working long Hours	90.2	10
Package Slevel	152.4	1
Angry at work	99.4	8
Disturbance at work	123.2	4
Designated position	126.6	3
People's opinion	132.8	2
Relatively support	113	6

The respondents are mostly satisfied with their package level provided by the organization.

**CONCLUSION**

Through this study it is concluded that stress is no specific response to demands from environment that result in physical, psychological, and or behavioral deviation for people. Stress in work setting seems from different source such as individuals, group, and organization and in environment .Thought the precise impact of stress is difficult from person to person. The employees are monitoring their stress level individually and reduce their stress through various activities like meditation, yoga, physical exercise. The organization also provides various facilities to relieve the employee from getting stress .so the employee feel comfort in work without getting stress. They can also improve their personal attitude and behaviors. The organization gives the monitoring score based on their performance level.