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**INFLUENCE OF PERSONALITY ON DIFFERENTLY ABLED  
EMPLOYEES' EMPOWERMENT AND JOB PERFORMANCE IN  
CUDDALORE DISTRICT**

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Employees' Empowerment and Job Performance.**

**ABSTRACT**

Personality and empowerment are particularly relevant as a key factor in predicting job performance as well as organizational performance. The research tries to understand the influence of personality on differently abled employees' empowerment in Cuddalore district. Sample size of the research was 48 differently abled employees. The analysis identified that there is negative influence of factors of organizational culture such as openness, conscientiousness, extraversion, and agreeableness on differently abled employees' empowerment. It is identified that there is no influence of neuroticism of organizational culture on differently abled employees' empowerment. The analysis also discovered that there is influence of differently abled employees' empowerment on job performance. Hence, it is concluded that Suitable personality development programs may be

conducted by the employers on a regular basis since the self-confidence and self-motivation is highly necessary for the success among the differently abled employees.

## **INTRODUCTION**

Personality is the ability to change an individual's opinion, perception, reaction, thought, and behavior to suit a person's context. Personality is a set of characteristics of a person. It influences motivation, cognition, and behavior in a variety of situations. Personality is the best tool for promoting work performance. This is since of how well people perform in the workplace. How people solve problems and how they complete the task will help the company achieve. Furthermore, it will increase the work efficiency of the employee. Personality is particularly relevant as a key factor in predicting job performance as well as organizational performance. An organizational performance is the end result of processes and activities. The personality of the employees ensures that the company can successfully carry out the process and functions.

Differently abled employee empowerment begins with the concept of strategic compatibility between tasks, people, information processes, technology, rewards, and organizational structure, which requires that everyone be in configuration before the system can function effectively. Differently abled employees with powerful organizational commitment have a powerful desire to be emotionally attached to the firm and make a significant contribution to the success of the organization. This guides to an increase in accountability, competitiveness, risk taking, less waste, innovation and a desire to improve overall differently abled employees job performance. The research tries to identify the influence of personality on differently abled employees' empowerment in Cuddalore district.

## **REVIEW OF LITERATURE**

### **INFLUENCE OF PERSONALITY ON EMPLOYEES' EMPOWERMENT**

Sumardi Harun, et al. (2019) discovered that there is a significant relationship between personality and empowerment on leadership. Muhammad Imran Khan, et al. (2017) discovered that there is significant relationship between factors of personality traits ('agreeableness', 'openness', and 'conscienceness) and employee empowerment. The research found that there is no relationship between the factor 'extraversion' and employee empowerment. The analysis also identified that there is negative relationship between the factor 'neuroticism' and employee empowerment. Amir and Mustamil (2015) identified that conscientious employees were found to be more empowered. The analysis also discovered that the factor 'agreeableness' was related to psychological empowerment partially through customer supportiveness, and affect-based trust. Hadi, et al. (2015) identified that there is significant relationship between the characteristic of administrators' agreeableness and teachers' empowerment. The research also identified that there is no significant relationship between personality traits of administrators and teachers' empowerment.

### **INFLUENCE OF EMPLOYEES' EMPOWERMENT ON JOB PERFORMANCE**

Satheesh Kumar and Abdul Sajid (2019) revealed that empowered employee is more being satisfied with their job and it increases the performance of the employee in work. Indranil Bose (2018) discovered that there is no relationship between the employee empowerment and employee performance in the present banking scenario.

Ipsita Mohapatra and Bijaya Kumar Sundaray (2018) identified that there is relationship between employee empowerment and employee performance.

Salome Muringa Ng'ang'a, Dr. Makori Moronge (2017) revealed that there is a positive relationship between structural empowerment and organizational performance. The research also identified that there is a positive correlation between psychological empowerment and organizational performance.

Miss Richa Aryan, et al. (2016) found that there is influence of factors of employee empowerment such as independent decision making and open communication on performances in the organization. The first factor 'communication empowerment is explained 25.90 percent and it comprises five factors such as input is solicited in planning changes, authority to correct problem, encouragement of open communication, and job gives sense of accomplishment.

Fattah Nazem, et al. (2014) discovered that there is influence of university staff's empowerment on their performance and the highest influence is observed by staff motivation.

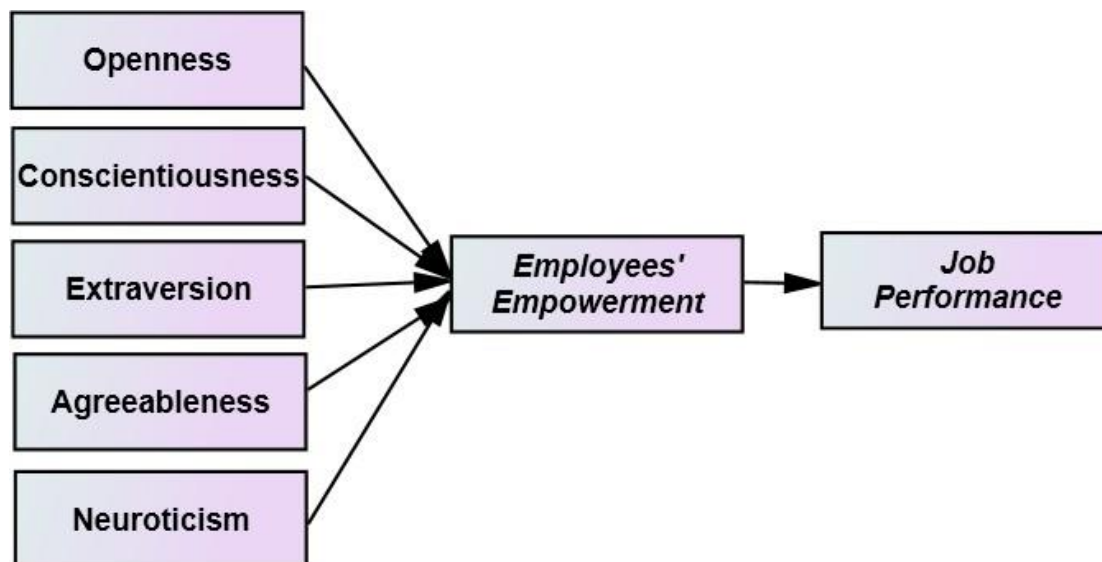
Kok Pooi Chen (2011) discovered that empowerment strongly influences employee performance. The analysis also identified that there is significant correlation between employee performance and the dimensions of empowerment.

## RESEARCH METHODOLOGY

Descriptive research design has been used in this research work. The descriptive research design attempts to explain the activities of the employees in relation to an exacting practice or ethnicity of meaning. Based on the recompense of descriptive research design, the author has used the descriptive research to establish the influence of personality on differently abled employees' empowerment.

## FRAMEWORK OF THE RESEARCH

It was used to identify the influence of personality on differently abled employees' empowerment



**Figure 1: Framework of the Research OBJECTIVES OF THE STUDY**

- To identify the influence of factors of personality on differently abled employees' empowerment.
- To know the influence of differently abled employees' empowerment on job performance.

### **HYPOTHESES OF THE STUDY**

- There is no influence of factors of personality on differently abled employees' empowerment.
- There is no influence of differently abled employees' empowerment on job performance.

### **QUESTIONNAIRE CONSTRUCTION**

The standard tools were employed. For all the statements of the questionnaire construction the alpha was ranged from 0.82 to 87. This reliability value indicates that high reliability of the statements of the questionnaire.

**Table 1: Reliability of the Research**

<b>S.No.</b>	<b>Variable</b>	<b>Reliability</b>	<b>Authors</b>
<b>1</b>	Personality	0.82	(Hu Mei, et al. 2017).
<b>3</b>	Employees' Empowerment	0.80	(Naveen Dua and Dr. A.K.Singh, 2012)
<b>4</b>	Job Performance	0.87	(Sarasvathy Munisamy,2013)

### **AREA OF SAMPLE AND JUSTIFICATION**

Cuddalore district has been selected for this research as area of sampling. Hence, there is a required to defend and expand the differently abled employees' empowerment.

### **SAMPLING DESIGN**

Sample size of the research was 48 differently abled employees. The sample comprises the employees of Cuddalore district of Tamilnadu.

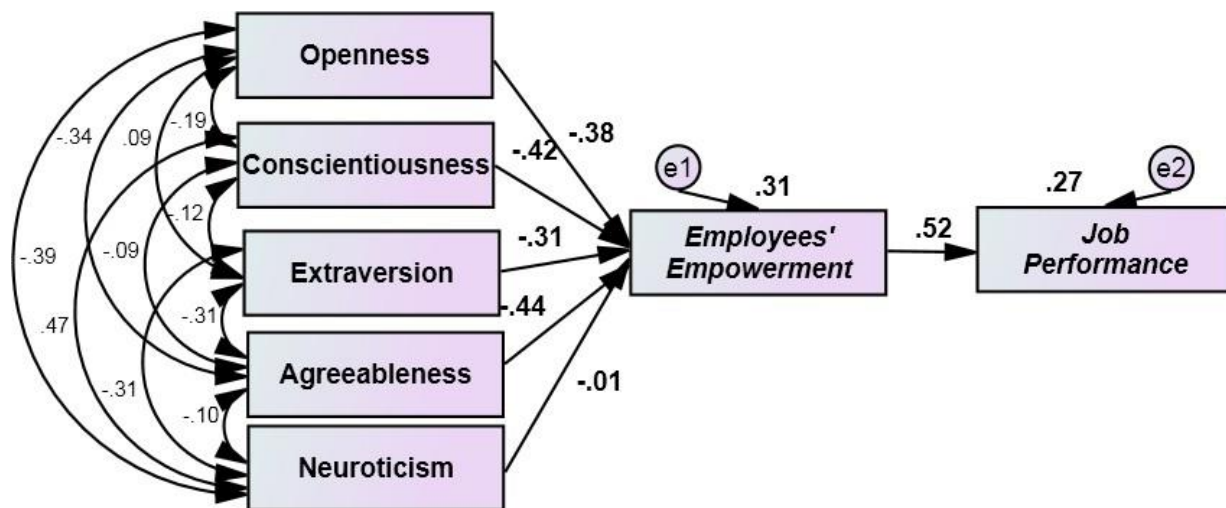
### **SAMPLING TECHNIQUE**

Sampling technique presents a range of techniques that allow decreasing the amount of data wanted to collect by believing only data from a subgroup pretty than all probable cases or rudiments. Convenience sampling technique of non-probability sampling method was followed to collect the primary data for the research.

### **TOLL FOR DATA ANALYSIS**

Path analysis was used for data analysis. It was used to identify the influence of personality on differently abled employees' empowerment in Cuddalore district.

### **RESULTS AND DISCUSSION**



**Figure 2: Path analysis of influence of personality on differently abled employees' empowerment**

**Table 2: shows Model Fit Indication**

Indicators	Observed Values	Recommended Values (Premapriya, et al. 2016)
Chi-Square	1.036	---
p	0.637	Greater than 0.050
GFI	0.999	Greater than 0.90
AGFI	0.926	Greater than 0.90
CFI	0.999	Greater than 0.90
NFI	0.999	Greater than 0.90
RMS	0.013	Less than 0.080
RMSEA	0.001	Less than 0.080

Source: Primary data

From the model fit table, it is identified that the chi-square value was 1.036. The p value was 0.637, which was greater than 5%. The GFI and AGFI scores were larger than 0.90, which was suggested by Victor Charles and Velaudham (2020) and Premapriya, et al. (2016). The calculated CFI and NFI scores were larger than 0.90, which was suggested by Velaudham and Baskar (2015); Kantiah Alias Deepak and Velaudham (2019). It was also found that RMSEA and RMS values were less than 0.08, which was suggested by Deepak R. Kanthiah Alias, et al. (2019). The above pointers indicate that it was completely fit Velaudham and Baskar (2016) and Indra, Balaji and Velaudham (2020).

**Table 3: Regression Weights**

DV		IV	Estimate	S.E.	C.R.	Beta	p
Employees' Empowerment	<---	Openness	-1.385	0.546	-2.536	-0.377	0.011
Employees' Empowerment	<---	Conscientiousness	-1.931	0.626	-3.082	-0.424	0.002
DV		IV	Estimate	S.E.	C.R.	Beta	p
Employees' Empowerment	<---	Extraversion	-1.522	0.683	-2.229	-0.314	0.026
Employees' Empowerment	<---	Agreeableness	-1.442	0.487	-2.963	-0.437	0.003
Employees' Empowerment	<---	Neuroticism	-0.047	0.785	-0.060	-0.010	0.952
Job Performance	<---	Employees' Empowerment	0.175	0.042	4.159	0.519	0.001

Source: Primary data

**Ho:** There is no influence of openness of personality on differently abled employees' empowerment.

Influence of openness of personality on differently abled employees' empowerment calculated value of CR is -2.536. The Beta value was -0.377. The beta value indicates that -37.7 percent of negative influence is through openness of personality towards differently abled employees' empowerment. The p value was 0.011. The p value was less than 5% and the hypothesis was rejected. Hence, it found that the openness of personality negatively influences differently abled employees' empowerment in Cuddalore district. Hadi, et al. (2015) has found similar result. But, the authors Sumardi Harun, et al. (2019); Amir and Mustamil (2015); and discovered that there is relationship between personality and empowerment.

**Ho:** There is no influence of conscientiousness of personality on differently abled employees' empowerment.

Influence of conscientiousness of personality on differently abled employees' empowerment calculated value of CR is -3.082. The Beta value was -0.424. The beta value indicates that -42.4 percent of negative influence is through conscientiousness of

personality towards differently abled employees' empowerment. The p value was 0.002. The p value was less than 5% and the hypothesis was rejected. Hence, it found that the conscientiousness of personality negatively influences differently abled employees' empowerment in Cuddalore district. Hadi, et al. (2015) has found similar result. But, the authors Sumardi Harun, et al. (2019); Amir and Mustamil (2015); and discovered that there is relationship between personality and empowerment.

**Ho:** There is no influence of extraversion of personality on differently abled employees' empowerment.

Influence of extraversion of personality on differently abled employees' empowerment calculated value of CR is -2.229. The Beta value was -0.314. The beta value indicates that -31.4 percent of negative influence is through extraversion of personality towards differently abled employees' empowerment. The p value was 0.026. The p value was less than 5% and the hypothesis was rejected. Hence, it found that the extraversion of personality negatively influences differently abled employees' empowerment in Cuddalore district. Muhammad Imran Khan, et al. (2017) has found that similar result. But, the authors Sumardi Harun, et al. (2019); Amir and Mustamil (2015); and discovered that there is relationship between personality and empowerment.

**Ho:** There is no influence of extraversion of personality on differently abled employees' empowerment. Influence of extraversion of personality on differently abled employees' empowerment calculated value of CR is -2.229. The Beta value was -0.314. The beta value indicates that -31.4 percent of negative influence is through extraversion of personality towards differently abled employees' empowerment. The p value was 0.026.

The p value was less than 5% and the hypothesis was rejected. Hence, it found that the extraversion of personality negatively influences differently abled employees' empowerment in Cuddalore district. Hadi, et al. (2015) has found similar result. But, the authors Sumardi Harun, et al. (2019); Amir and Mustamil (2015); and discovered that there is relationship between personality and empowerment.

**Ho:** There is no influence of agreeableness of personality on differently abled employees' empowerment.

Influence of agreeableness of personality on differently abled employees' empowerment calculated value of CR is -2.963. The Beta value was -0.437. The beta value indicates that -43.7 percent of negative influence is through agreeableness of personality towards differently abled employees' empowerment. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it found that the agreeableness of personality negatively influences differently abled employees' empowerment in Cuddalore district. Hadi, et al. (2015) has found similar result. But, the authors Sumardi Harun, et al. (2019); Amir and Mustamil (2015); and discovered that there is relationship between personality and empowerment.

**Ho:** There is no influence of neuroticism of personality on differently abled employees' empowerment.

Influence of neuroticism of personality on differently abled employees' empowerment calculated value of CR is -0.060. The Beta value was -0.010. The beta value indicates that -0.1 percent of negative influence is through neuroticism of personality towards differently abled employees' empowerment. The p value was 0.952. The p value was greater than 5% and the hypothesis was accepted. Hence, it found that

the neuroticism of personality not influences differently abled employees' empowerment in Cuddalore district. Hadi, et al. (2015) has found similar result. But, the authors Sumardi Harun, et al. (2019); Amir and Mustamil (2015); and discovered that there is relationship between personality and empowerment.

**H<sub>0</sub>:** There is no influence of employees' empowerment on differently abled employees' job performance.

Influence of employees' empowerment on differently abled employees' job performance calculated value of CR is 4.159. The Beta value was 0.519. The beta value indicates that 51.9 percent of influence is through employees' empowerment towards differently abled employees' job performance. The p value was 0.001. The p value was less than 5% and the hypothesis was rejected. Hence, it found that the employees' empowerment influences differently abled employees' job performance in Cuddalore district. Ipsita Mohapatra and Bijaya Kumar Sundaray (2018); Salome, et al. (2017); Fattah Nazem, et al. (2014); and Kok Pooi Chen (2011) have found similar result.

## **FINDINGS OF THE RESEARCH**

- The analysis identified that there is negative influence of factors of organizational culture such as openness, conscientiousness, extraversion, and agreeableness on differently abled employees' empowerment. But, the authors Sumardi Harun, et al. (2019); Amir and Mustamil (2015); and discovered that there is positive relationship between personality and empowerment.
- It is identified that there is no influence of neuroticism of organizational culture on differently abled employees' empowerment. Hadi, et al. (2015) has found similar result. But, the authors Sumardi Harun, et al. (2019); Amir and Mustamil (2015); and discovered that there is relationship between personality and empowerment.
- The analysis discovered that there is influence of differently abled employees' empowerment on job performance. Ipsita Mohapatra and Bijaya Kumar Sundaray (2018); Salome, et al. (2017); Fattah Nazem, et al. (2014); and Kok Pooi Chen (2011) have found similar result.

## **RECOMMENDATIONS**

- It is recommended that differently abled employees should take cognizance of their personality characteristics since they can establish their actions and finally decrease their stress.
- Differently abled employees should sustain a positive attitude that can make them success by reductions their stress.
- Suitable personality development programs may be conducted by the employers on a regular basis since the self-confidence and self-motivation is highly necessary for the success among the differently abled employees.
- A positive attitude from family and working areas are essential, proper family counseling is essential to support emotional, physical, and health support of the family and the employers in achieving successful differently abled employee's job performance.

## **CONCLUSION**



The research tries to understand the influence of personality on differently abled employees' empowerment in Cuddalore district. Sample size of the research was 48 differently abled employees. The analysis identified that there is negative influence of factors of organizational culture such as openness, conscientiousness, extraversion, and agreeableness on differently abled employees' empowerment. It is identified that there is no influence of neuroticism of organizational culture on differently abled employees' empowerment. The analysis also discovered that there is influence of differently abled employees' empowerment on job performance. Hence, it is concluded that Suitable personality development programs may be conducted by the employers on a regular basis since the self-confidence and self-motivation is highly necessary for the success among the differently abled employees.

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