

## Relationship between personality traits and gender of Police officers in Punjab, Pakistan

UMBREEN KHIZAR

Ph.D Scholar, University Utara Malaysia  
umbreenkhizar@gmail.com

Dr. DAISY JANE C. ORCULLO

Senior Lecturer, University Utara Malaysia  
jane@uum.edu.my

Dr. JAMALUDIN MUSTAFA

Assoc. Prof, University Utara Malaysia  
jam@uum.edu.my

### Abstract:

*The present study investigated the correlation of personality traits and gender of police officers in Punjab, Pakistan. The sample consisted of 300 senior police officers. The sample was further divided on the basis of gender differences. The sample was selected from Punjab, Pakistan. Survey research method was used for data collection. Neo-Five Factor Inventory (NEO-FFI) was used for measuring the personality traits. The results found that female police officers have high neuroticism than males while male police officers have high conscientiousness as compared to female police officers. The results also showed a significant difference of extraversion, openness to experience, agreeableness and conscientiousness between male and female police officers.*

**Key words:** personality traits, gender

### INTRODUCTION

Personality is the set of mental abilities and frameworks inside the person that are made and moderately continuing and that affect his cooperation with, and adjustments to, the

intrapsychic, physical and social circumstances (Larsen & Buss, 2005). Funder (2004) defines personality as a singular's trademark example of thought, emotions, and behavior, together with the psychological components –concealed or not – behind those patterns.

The personality of each of us grows through the years shows a persistent method for managing life challenges, a certain style of identifying with other individuals. One individual is reliant and another is testing and forceful, another is shy and avoid social contact and still another is concerned more with appearance and supporting his or her weak feeling of self than with relating truly and on a significant level with others (Davison, Neal, & Kring, 2003). Gordon Allport characterized personality as "the dynamic association within the person of those psychophysical frameworks that focus his trademark conduct and thought". He likewise said "a trait is a neuropsychic structure being able to render numerous stimuli practically identical, and to start and aide equal (seriously steady) indications of versatile and expressive conduct" (Allport, 1961).

## **PROBLEM STATEMENT**

Personality is one of the forerunners of job satisfaction. However, the degree of the relationship has not been examined completely in the context of police officers in Pakistan. Therefore, the aim of this study was to explore personality traits of police officers and the relationship of personality traits with gender of police officers in Pakistan. This study expanded the knowledge on personality of police officers in Punjab, Pakistan and psychology study in Pakistan.

## **RESEARCH QUESTION**

- Are there differences in police officer's personality traits according to their gender?

## **RESEARCH HYPOTHESES**

- H6: There would be a difference of neuroticism between male and female police officers.
- H7: There would be a difference of extraversion between male and female police officers.
- H8: There would be a difference of openness to experience between male and female police officers.
- H9: There would be a difference of agreeableness between male and female police officers.
- H10: There would be a difference of conscientiousness between male and female police officers.

## **LITERATURE REVIEW**

Women's and men's behavior varies in a few noteworthy aspects. The impact of male's example is to convey power and predominance, though the females' example is related more with collaboration. Gender differences in personality are frequently analyzed in terms of the Big Five. Women have been found to score higher than men on Neuroticism as measured at the Big Five trait level, and additionally on most features of Neuroticism incorporated into a typical measure of the Big Five, the NEO-PI-R (Costa et al., 2001). Women score to some degree higher than men on a few features of Conscientiousness, for example, request, loyalty, and self-discipline (Costa et al., 2001). Culturally diverse exploration from 26 countries and again in 55 countries has demonstrated a widespread example of sex contrasts on reactions to the Big Five Inventory. Men frequently report higher Extraversion and Conscientiousness,

and women consistently report higher Neuroticism and Agreeableness (Schmitt, Realo, Voracek, & Allik, 2008).

Gender contrasts in personality traits are regularly described as far as sexual orientation, which has higher scores on that trait, on average. For example, women are frequently observed to be more agreeable than men (Costa et al., 2001). This means that women, on average, are more supporting, delicate minded, and charitable more frequently and to a more prominent degree than men. However, such a finding does not block the way that men might likewise encounter sustaining, delicate minded, and unselfish states, and that a few men might even score higher in these characteristics than a few women.

## **POPULATION AND SAMPLE**

The population of the study includes the senior police officers in Punjab, Pakistan. Police department in Pakistan has a large network with many police stations covering all districts of Punjab. In this study Punjab province was selected because this is a major province of Pakistan and has large population as compared to other provinces. To conduct the survey, a sample of 300 senior police officers was selected from Punjab, Pakistan.

## **RESEARCH INSTRUMENTS**

To gather data for the study, the research instruments were used are Demographic survey, Neo five factor inventory (NEO-FFI). The demographic survey sheet was created by researcher to collect information about name, gender, rank, age, educational qualification, marital status and duration of work experience.

## RESULTS AND DISCUSSION

- H6: There would be a difference of neuroticism between male and female police officers.

**Table 1. Summary of t-test results**

	Gender	N	Mean	Std. Deviation	Std. Error Mean	t	df	Sig
Neuroticism	Male	180	26.43	4.994	.372	-18.689	298	.000
	Female	120	37.06	4.556	.416			

An independent sample t-test was conducted to test difference of neuroticism between male and female police officers. It was found that female police officers have high neuroticism (M=37.06) as compared to male police officers (M=26.43). The significant value was .000 ( $p < 0.05$ ). This hypothesis is accepted and results suggest that there is a difference of neuroticism between male and female police officers. The results are consistent with previous researches of Costa, Terracciano and McCrae, (2001), Costa, Goodwin and Gotlib, (2004) and Schmitt, Realo, Voracek, and Allik, (2008) where females scored higher on neuroticism.

- H7: There would be a difference of extraversion between male and female police officers.

**Table 2. Summary of ANOVA results**

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	589.389	1	589.389	36.292	.000
Within Groups	4839.528	298	16.240		
Total	5428.917	299			

ANOVA results showed that there is a significant difference of extraversion between male and female police officers, where  $F(1, 298) = 36.292$ ,  $p = (.000 < 0.05)$ . Therefore, this hypothesis is accepted. This study is supported by previous researches as

Shokri, Kadivar, and Daneshvarpoor (2007) found higher scores of extraversion among males.

- H8: There would be a difference of openness to experience between male and female police officers.

**Table 3. Summary of ANOVA results**

	Sum of Squares	df	Mean Square	F	Sig.
<b>Between Groups</b>	662.480	1	662.480	24.580	.000
<b>Within Groups</b>	8031.717	298	26.952		
<b>Total</b>	8694.197	299			

One way ANOVA was carried out to determine significant mean differences of openness between male and female police officers. This hypothesis is accepted as significant value is less than 0.05,  $F(1, 298) = 24.580$ ,  $P(.000 < 0.05)$ . There is a statistically significant difference of openness to experience between male and female police officers. A previous research conducted by Costa, Terracciano and McCrae (2001), expressed that gender contrasts on openness to experience have been either conflicting or insignificant.

- H9: There would be a difference of agreeableness between male and female police officers.

**Table 4. Summary of ANOVA results**

	Sum of Squares	df	Mean Square	F	Sig.
<b>Between Groups</b>	872.227	1	872.227	25.180	.000
<b>Within Groups</b>	10322.769	298	34.640		
<b>Total</b>	11194.997	299			

A one way analysis of variance (ANOVA) was conducted to evaluate whether there is a difference of agreeableness between male and female police officers. The ANOVA was significant as  $F(1, 298) = 25.180$ ,  $(p < 0.05)$ . Therefore, the alternate hypothesis that there would be a difference of agreeableness between male and female police officers is accepted. The results

of Goodwin and Gotlib (2003) study supported the results of current research. They concluded that there is an association between gender and personality factors. They also found a difference of agreeableness between males and females.

- H10: There would be a difference of conscientiousness between male and female police officers.

**Table 5. Summary of t-test results**

	Gender	N	Mean	Std. Deviation	Std. Error Mean	t	df	sig
conscientiousness	Male	180	53.39	4.260	.318	17.413	298	.000
	Female	120	45.30	3.407	.311			

An independent sample t-test was utilized to test this hypothesis. The results found that male police officers have high conscientiousness (M=53.39) than female police officers (M=45.30). The significant value was .000 ( $p < 0.05$ ). This hypothesis is accepted and results suggest that there is a difference of conscientiousness between male and female police officers. The results are consistent with Atta, Ather and Bano (2013). They also found higher conscientiousness among males than females.

## CONCLUSION

The objective of this study was to determine differences in police officer's personality traits according to their gender. The result revealed a significant difference in male and female police officers' personality traits.

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