

A Study on Personal Effectiveness Among College Students

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Abstract: *Aim:* Personal Effectiveness is important for the survival and growth of individuals in general. Students are the future prospects of World. Personal Effectiveness is the ability to make a positive and energetic impact onto others by conveying ideas and information clearly and persuasively. The purpose of the study was to explore the level of Personal Effectiveness among college students across the gender.

Method: The present study was done on a sample of 100 college students belonging to different management Institutes which consisted of 50 boys and 50 girls. Variables in the study were assessed using Personal Effectiveness Scale (Udai Pareek, 2010). Data were analysed by using mean, Standard deviation and Independent Sample t-test. By understanding the relationship between these variables, the Management Institutes can help colleges in competency mapping of students which can bridge the gap between the personal and professional aspect.

Result: Research shows that there's a significant difference in the level of Personal Effectiveness among college students across gender.

Keywords: Personal effectiveness.

1. Introduction

There is a crucial difference between doing the right things and merely doing things right. Doing the right things means achieving your job role/ function. Doing things right means, doing it with maximum utilization of minimum resources. Personal effectiveness combines both of these. Students are future leaders of any nation and they need to develop their own habit and values in order to increase their personal effectiveness. They need to redesign their lifestyle and learn new skills to develop themselves.

Personal effectiveness is important for the survival and growth of individuals in general and organizations in particular. Management students are the future prospects of corporate world. Effectiveness is as important for the students as it is for managers. Personal effectiveness of an individual is the combination of Self-disclosure, Openness to feedback and perceptiveness. Personal effectiveness is the ability to make a positive and energetic impact onto others by conveying ideas and information clearly and persuasively. It involves planning and prioritizing available means by using interpersonal skills to help build effective working relationships with others and reduce personal stress. It encourages individuals to develop Self-knowledge and apply this to their behaviour, both in

relation to their own job performance and in the role of leading and managing others.

At micro level, individual benefits of being personally effective include making a positive personal impact, adding value to working relationships and managing personal development. At macro level, the organizational benefits include development of relationship and skills that enhance rapport and relationships with others, creating high performing team members and building a culture of reflection and self-improvement.

Self-disclosure promotes interpersonal relationships and enhances individual effectiveness. If you disclose yourself to others, you will gain information about others too. Self-disclosure is the one way to learn about how other person thinks and feels. Once a person engages in self-disclosure it is implied that other person will also disclose personal information. Mutual disclosure deepens trust in relationships and helps both people understand each other more. The self-disclosure progresses through a) forming first impressions, b) developing mutual expectations, c) honouring psychological contracts, and d) developing trust and influence. As self-disclosure has advantages, so too it has disadvantages associated with risks. One risk is that self-disclosure does not automatically lead to favourable impressions. Another risk is that the other person will gain power in the relationship because of the information they possess. Finally, too much self-disclosure that comes too early in a relationship can damage the relationship. Students with high self-disclosure tend to be more perceptive and more open to experiences.

Definition of key words:

Personal Effectiveness: Personal Effectiveness is the ability to make a positive & energetic impact onto others by conveying ideas and information clearly and persuasively. It involves planning and prioritizing available means by using interpersonal skills to help build effective working relationships with others and reduce personal stress.

2. Review of Literature

Hurakadli (2015) conducted a study on the relationship between Motivational Behaviour and Personal Effectiveness of secondary school teachers. The sample of the study was selected from secondary school teachers of Dharwad district

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through stratified random sampling technique. The study found that the male teachers of secondary schools are higher on personal effectiveness and its dimension of perceptiveness as compared to female teachers. The male teachers of secondary schools were also higher on motivational behaviour and its dimensions i.e., control, affiliation, dependence and extension as compared to the female teachers.

Sanyal et al. (2016) conducted a research on Personal Effectiveness, Organizational Culture and Work-related Stress among Teachers. The aim of the study was to observe whether there exists a relationship between personal effectiveness, organizational culture and work-related stress among teachers. The study also aimed to observe the difference between teachers working in different institutions (viz., CBSE, ISC, UG, & PG) with respect to the same. Results indicated that significant correlations were observed between the dimensions of self-disclosure, pro-action, authenticity and confrontation ($p < 0.05$) among the CBSE, ISC, UG, and PG teachers.

Sharma and Writer (2015) in their paper studied possible scope of Johari Window framework based cognitive behavior approach in mentoring college students. The study was conducted on Undergraduate students in Gujarat, India. For the purpose of the study, Personal Effectiveness Scale for student was administered to measure Self-disclosure, Openness to feedback and perceptiveness. According to the findings of the study, the focus during mentoring would often be on the most frequently found effectiveness types -Task-obsessed, Secretive, and Insensitive and Effective- which made up nearly 83 percent of the sample studied.

3. Method

Problem:

Is there any significant difference in the level of personal effectiveness among college students across their gender?

Aim:

To investigate the level of personal effectiveness among college students across their gender.

Objectives:

1. To study the level of personal effectiveness among college students.
2. To compare the significant difference in the level of personal effectiveness among college students across their gender.

Variable:

Independent variable: Gender

Dependent variable: Personal effectiveness

Hypothesis:

- There will be no significant difference in the level of Personal Effectiveness among college students across gender.

Research design:

The study was quantitative in nature and used a between group research design to determine the level of Personal Effectiveness among students and if there is a significant difference in the level of stress across their gender.

Research sample:

Purposive sampling method was used for this study. The sample size for this study consisted of 100 college students from different management studies, which contains 50 males and 50 females. The sample was equally taken from the population by the basis of gender.

Sampling criteria:

Inclusion criteria:

- Students willing to participate via online.
- College Students of the age group 17 – 23.

Exclusion criteria:

- Students with mental retardation.
- Students who were not willing to participate.

Research instruments:

- Personal Effectiveness Scale (Udai Pareek, 2010) - Students (PE Scale-S)

Procedure:

Purpose of the study was explained to the participants through online and their willingness to participate in the study was ascertained. Personal effectiveness scale (Udai Pareek) was given to the sample through online with proper instruction. Responses were collected from the participants. The scoring for the assessment was done and interpreted according to the manual.

Analysis of the data:

The collected data were analysed using following statistical test:

- Mean, standard deviation
- Independent sample t- test.

Ethical issues:

- Data collected has been used only for research purpose.
- Confidentiality of the obtained information was maintained throughout the study.
- Informed Online consent was taken from the samples before collecting the data.

4. Result

A. Data Analysis and Interpretation

Table 1
Mean standard deviation and t-test on personal effectiveness among college students across their gender

Personal effectiveness	Gender	N	Mean	S. D	Sig. (2tailed)
	Male	50	28.2600	8.80818	0.047
	Female	50	31.7200	8.34716	

Table 1 shows that mean, standard deviation and t-test on personal effectiveness among college students across their gender. The result shows that females have the mean value of 31.7200 in personal effectiveness whereas the males have 28.2600. When compared to males, females have a high level of Personal effectiveness. Significant value of Personal effectiveness among College students across their genders is 0.047, which is significant at 0.05 level of significance. So, the null hypothesis is rejected. Thus there is a significant difference in the level of Personal effectiveness among college students

across their gender.

5. Major Findings and Conclusion

There is a significant difference in the level of Personal effectiveness among college students across their gender.

- Females have high level of Personal effectiveness as compared to males.

Limitations:

- Sample size was small.
- Since the study was conducted by online survey, the seriousness with which participants answered the questions cannot be verified.

Implications:

As the result of study it indicates that females have higher level of Personal effectiveness compared to males. We can develop some intervention plan for the enhancement of the Personal effectiveness for the male counterpart.

6. Scope for the Study

- Further research can be done on larger populations.

- Qualitative research method can be used for improving the quality of the study.

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