

A STUDY ON IMPACT OF BIG FIVE MODEL ON EMPLOYEE SURVIVAL

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ABSTRACT

This study aims to investigate the Big Five Model's effects on employee survival analysis. Extraversion, Independence, Anxiety, Self-Control, and Novator were the factors evaluated. The Big Five Model was employed as the theoretical contribution. To test the data that were gathered to determine the impact of the big five model on employee survival analysis, secondary data was collected among the employee turnover data. Percentage analysis, correlation analysis, regression, descriptive analysis, and one-way anova were the data analysis techniques used.

According to the study's findings, extraversion and independence are positively and significantly related to employee survival analysis. It is also suggested that extraversion, independence, self-control, anxiety, and Novator are the most important factors in determining employee survival analysis, with employee turnover serving as a dependent variable.

Employee turnover should focus more on personality qualities to make it easier and to grasp the correct match for employee survival, according to the study's findings, which were limited to looking at the impact of the big five model on employee survival analysis. Extraversion and self-control findings were also conducted, indicating that the big five model could be used to analyse the effects of the big five model on employee survival. This project also successfully extended the big five model by including extraversion, independence, self-control, anxiety, and neuroticism.

Key words: Extraversion, Independent, Novator, Self-Control, Anxiety, Employee Turnover

I. INTRODUCTION

To detect potential dangers, provide a way to track employees leaving your business or organization, and identify potential hazards, a study was done. Based on the quantity of fired employees and the sample size that was still in existence at the time, it also determines the likelihood that a termination will occur. The demand on human resources departments to develop and launch new initiatives is great. As a result, extensive research has focused on employee survival analysis to understand the factors that determine employee survival and track the movements of the employee. utilizing formulaic methods such as one-way anova, descriptive, correlational, and percentage.

Investigating the elements linked to the various patterns of employee survival analyses that have been noticed is another option. This study is also intended to contribute to the use of the Big Five Model's influence on employee survival analysis. Demographic variables like extraversion, independence, self-control, anxiety, and novation as well as dependent variables like employee turnover are examined for their relationship to employee survival analysis. This study aims to highlight the new information acquired whenever the duration of survival is used as the foundation for comprehending the principles underlying employee survival analysis. It also seeks to identify the influence of the Big Five Model on employee survival analysis by predicting the variables that will have an impact on it are dependent variables.

To make the most use of human resources, it is crucial to match employees' knowledge, skills, and abilities with their allocated positions within the company. Human resources are seen as a key source of growth for enterprises. Independent variables are those that were employed in this investigation. Extraversion, independence, restraint, worry, and dependent variable: Employee churn.

This study's primary goal is to quantify the effects on employee survival analysis. The primary critical duty is to monitor employee mobility, forecast termination calculations, estimate interpretive survival, and evaluate the relationship between the variables and employee survival analysis.

II. REVIEW OF LITERATURE

Belen Mesurado, Marshall Valencia, Maria Cristina Richaud 2014 used correlation as an analytical technique to conduct research on extraversion's nature, growth, and impacts on psychological health and work life.

The key terms from this study that examine the effects of extraversion on personality traits, health behaviours, subjective well-being, and positive psychological development are gregariousness, excitement-seeking, positive affect, personality trait, age and gender, mental health and work leadership, work engagement and involvement. The empirical data from this study will be used to evaluate the relationship between extraversion and work life as well as extraversion's influence on several areas of psychological health and work life. The study found that sociability, which is characterised by a need for excitement and pleasant social interactions, is also viewed as a major component of extraversion.

Olivia Remes, Carol Brayne, Rianne van der Linde, and Louise LaFortune 2016 used a descriptive analysis tool to review the prevalence of anxiety disorders in adult populations. Medline, PsycInfo, Embase, PRISMA Methodology, and Manual Citation are the key words used in this study to assess the prevalence of anxiety disorders in adult populations. This study investigates the relationship between a systematic methodology and a comprehensive synthesis of the various findings from systematic reviews on the global burden of anxiety. Anxiety disorders, which are largely based on anxiety disorders, are becoming more and more recognised as important global contributors to poor health.

Santiago Amaya 2020 did research on human self-control. The essential terms utilised in this study are self-control, human motivation, behaviour, self-regulation, and personality, which aid in understanding the structure and dynamics of human motivation in self-control. This study has focused on self-control as a window for thinking about self-regulation and continuous goal pursuit to better understand the structure and dynamics of human motivation. According to the poll, self-control is an important factor in effective self-management. It's also noteworthy to note how self-control relates to other psychological abilities and character qualities.

Jacqueline Tingo, Samwel Mseti 2022 conducted a study on employee independence on employee performance, particularly on job involvement, work team autonomy, and on individual employees. The study's key words were "employee independence," "employee performance," "job involvement," and "access to information." Descriptive, correlational, regression, standard deviation, mean, and frequency analysis tools were used for the study's analysis. This study's findings make it possible to analyse how strongly significant and beneficial employee independence was to employee performance.

Dr. M. Safdar Rehman were conducted in 2012 study on staff employee turnover and retention strategies as well as an empirical analysis of public sector organisations by Turnover, job retention, public sector organisations, and human resource management were the terms used in the investigation, which used regression analysis. This study examines the main causes of employee turnover in several public sector regulatory organisations. This study's objectives are to identify the major factors affecting public sector regulatory organisations and to suggest employee retention strategies. The study, according to the survey, reinforced the idea that the public sector, especially in the regulatory bodies, has a high rate of turnover. Additionally, it assisted in enhancing HR policies and procedures.

OBJECTIVES

- Understanding the big five model extroversion-related factors, independence, anxiety, self-control, and neuroticism. Analyzing employee survival strategies and tactics. To analyze employee survival strategies and techniques.
- To investigate the link between the key elements of the Big Five Model and employee survival.
- To examine how the big five determinants affect employee survival.
- Percentage analysis, descriptive analysis, correlation analysis, and regression analysis are some of the statistical tools employed.

HYPOTHESIS

01. H0: There is no significant relationship between big five factors and employee survival.

H1: There is a significant relationship between big five factors and employee survival.

02. H0: There is no significant impact of big five model factor on employee survival factors.

H1: There is a significant impact of big five model factor on employee survival factors.

III. DATA AND METHODOLOGY

RESEARCH DESIGN

The current study's research design makes use of descriptive research to reflect current business circumstances. It serves as a foundation for choosing the methods and research approaches to apply in a study. Researchers can fine-tune the study methods most effective for the subject thanks to this framework. The fact that the researcher has no control over the variables is this method's main flaw. You can only report what happened.

SIZE OF THE SAMPLE: 1131

TOOLS FOR STATISTICS USED

Percentage Analysis, Correlation, Regression, One -way Anova.

IV. DATA ANALYSIS AND FINDINGS

Correlation Matrix

		Extraversion	Independent	Self-Control	Anxiety	Novator	Experience
Extraversion	Pearson's r	—					
	p-value	—					
	N	—					
Independent	Pearson's r	-0.189	—				
	p-value	< .001	—				
	N	1129	—				
Self-Control	Pearson's r	-0.522	-0.165	—			
	p-value	< .001	< .001	—			
	N	1129	1129	—			
Anxiety	Pearson's r	-0.136	-0.420	-0.104	—		
	p-value	< .001	< .001	< .001	—		
	N	1129	1129	1129	—		
Novator	Pearson's r	0.285	0.029	-0.535	0.240	—	
	p-value	< .001	0.334	< .001	< .001	—	
	N	1129	1129	1129	1129	—	
Experience	Pearson's r	-0.153	0.064	0.038	0.057	0.044	—
	p-value	< .001	0.031	0.201	0.054	0.143	—
	N	1129	1129	1129	1129	1129	—

Correlation Matrix

	Extraversion	Independent	Self-Control	Anxiety	Novator	Experience
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Regression

Model Fit Measures

Model	R	R ²	Overall Model Test			
			F	df1	df2	p
1	0.232	0.0514	7.92	36	1291	<.001

BROAD ANOVA TEST

	Sum of Squares	df	Mean Square	F	p
Independent	73.3	9	8.14	6.98	<0.002
self-control	68.3	9	7.58	7.65	<0.004
Anxiety	70.67	9	7.32	5.87	<0.003
Novator	72.16	9	6.86	6.14	<0.003
Residuals	190.208	1459	2.365		

Analysis and Interpretation:

Omnibus Anova Test: The independent P value is 0.002, which is less than 0.05, and the F value is 6.98, which is greater than 2.56, both of which are significant. The value of 0.004 for self-P control is less than 0.05 and is noteworthy. Its F value of 7.65, which is higher than 2.56, is also noteworthy. The F value of 5.87, greater than 2.56, and the P value of 0.003, less than 0.05, both show that anxiety is significant. The Novator P value is significant at 0.003 (higher than 0.05), and the F value is significant at 6.14. (>than 2.56).

V. CONCLUSION

According to the study's findings, implementing new technology can both minimise and cause a drop in the impact of staff turnover. Good HR managers consider how their organisation and company profit will be impacted by employee survival analyses. IT-related HR professionals must be adaptable and approach employees to determine what factors are affecting employee turnover. HR managers must also communicate with employees in a highly skilled manner. To sustain and lessen the influence of employee survival analysis and to achieve the highest possible profit in the process, the big five model's impact on employee survival analysis must be lessened.

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