

6.19 The impact of different personalities on career success of top level managers: Emperical study on commercial banks in Sri Lanka

Gayani V. Hewagama

Department of Human Resource Management, University of Kelaniya

ABSTRACT

Career success depends on individual and organizational variables. Personality is one of the determinants of career success and this study examined the impact of personality on career success. Personality can be split into Type A and Type B personalities and introversion and extraversion personalities. The objective of this research was to empirically investigate the impact of Type A and Type B personalities on career success and the impact of introversion and extraversion personalities on career success of top level managers. The unit of analysis of this study was at individual level. The sample of the study consists of 75 top level managers in seven Commercial Banks in Sri Lanka. A structured likert scale questionnaire was administered to collect data. The statistical techniques of Independent Sample t Test and Regression Analysis were used to analyze data. The highest number of individuals in the sample belongs to Type A personality and results of the independent sample t test proved that Type A personalities have greater career success than Type B. At the same time it revealed that higher career success of extravert personalities than introvert personalities. The results of the regression analysis showed that Type A or B personalities accounted for 11.7% variance in career success and introversion or extraversion personalities explained 16.8% variance in career success significantly. Final results indicate that 24.6% of the variance in career success was significantly explained by the different personalities of top level managers.

Key words: Type A personality, Type B personality, Introversion, Extraversion, Career success