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Personality Patterns and Collective tendency among Team Members engaged in highly body contact game

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Abstract

The purpose of the present study is to determine the relationship between collectivism and personality factors of football players. To fulfill this aim a random sampling technique has been accepted. The respondents were 60 young adult players aged under 19 years selected from two teams of Kolkata metropolitan city. Two different measures are taken namely: Collectivism scale of Yamaguchi (1990c) [8] and Neo-five factor Personality Inventory by Paul Costa and Robert (Jeff) McCrae in 1990 [5]. The findings of the study is that there is a significant correlation between collectivism and personality factors of football players. Personality factors as for example Extraversion, Agreeableness and Conscientiousness are moderately reflected on the team members. This study will help to develop personality factors and collectivistic nature of different team members.

Keywords: collectivism, personality factors, self-discipline, responsibility.

1. Introduction

A team is defined as a group of people where collective efforts result in a performance that is greater than the sum of the individual input. In another way we say that "A team is a small number of people with complementary skills who are committed to a common purpose, performance goals, and approach for which they are mutually accountable" (Katzenbach and Smith, 1993) [4]. Here team members work in a climate of trust, practice open and honest communication. They make an effort to understand each other from different point of view. They contribute for the team's success by applying their unique talents, knowledge and creativity to learn objectives. A team member is the oil that keeps the machine that is the team is running. Team members normally have different roles. The team work starts with an understanding of the team values and goals.

In this context, David Cooperider & Jane Dutton (1999) [2] suggest that the larger group is the better. This is because the larger groups is able to address concerns of the whole. Regarding composition, all teams will have an element of homogeneity and heterogeneity. The more homogeneous the team, the more cohesive it will be.

Over the last few decades application of psychology has become increasingly involved on the individual athletes and on the team. A knowledge of psychology is essential for understanding each individual's motivation and athletic performance. So Sports psychologists work not only in rehabilitating athletes from physical injuries and psychological trauma but also provide more routine counseling services. A knowledge of group dynamics, social perception- how people perceive, think about, and respond to each other – an individual differences in personality are all essential to motivating and leading a collection of athletes into a smoothly functioning team that makes the best use of each individual player's strengths.

There are different types of teams. But football team is clearly an interdependent team. No significant task can be accomplished with the help of essentially all team members. Here team members typically specialise in different tasks (running the ball, goal kicking) and the stress of every individual. Match results also affect team psychology and team performance. Above all, each players have a personality and it also reflects team result. This Personality here can be defined as the dynamic organization within the individual of those psychophysical systems that determine his unique adjustment to the environment (Allport, 1937, P-48) [1] the term 'Psychophysical' states that personality is neither exclusively mental nor exclusively physical. The psychophysical traits are organised in each individual in a unique form, so everyone has therefore his own type of personality.

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Collective efforts which is reflected in a team is also related with Collectivism. Yamaguchi defined Collectivism is a tendency to place the group goal above the personal goal. It is associated with a sense of duty toward one's group, interdependence with others. It is a desire for social harmony and conformity with group norms. In this context behavior and attitudes of collectivists are determined by norms and demands of the in group. Collectivist's emphasis collective interests and group based benefit. It should have an advantage in coordinating production process and various forms of collective action. Hence Collectivism as the positively loaded items indicates a positive attitude towards the group norms. From the above mentioned discussion, the present paper, therefore, has attempted to concentrate on the following parameters of research objectives:

- (1) Whether there is any collective tendency among the team members who are engaged in highly body contact game.
- (2) Whether there is any specific personality pattern among the team members who are engaged in such an activity where body contact is highly require.
- (3) Whether there is any relationship between personality factors and collectivism of team members.

2. Method

2.1 Hypotheses

- (1) The players engaged in body contact game will be basically collectivist in nature.
- (2) There will be specific personality pattern among the players who are engaged in the body contact game.
- (3) There will be relationship between personality factors and collectivism of team members.

Sample: This study was carried out with 60 football players randomly selected from two teams of Kolkata metropolitan city. The age of the players ranged under 19 and all of them belonged to middle class socio-economic status.

2.2 Tools

(1) Personality pattern was measured with the help of NEO-Five Factor personality inventory developed by Paul Costa and Robert (Jeff) McCrae. In 1990 [5]. The NEO Five – Factor Inventory is a shortened version of the NEO-PIR, designed to give quick, reliable and valid measure of the five domains of personality. These areas are - Neuroticism (N), Extraversion (E), Openness (O), Agreeableness (A), Conscientiousness (C).

2.3 Neuroticism (N) – The most pervasive domain of personality scales contrasts adjustment or emotional stability with maladjustment or neuroticism. Because individuals high on this dimension are particularly prone to experience anxiety, and because anxiety plays such a key role in theories of psychopathology, this dimension is sometimes called general anxiety (Costa & McCrae, 1976) [6]. In addition to anxiety, however, individuals high in N are more likely to experience anger, disgust, sadness, embarrassment, and a variety of other negative emotions.

2.4 Extraversion (E) – Extraverts are of course sociable, but sociability is only one of the traits that compose the domain of extraversion. In addition to liking people and preferring large groups and gatherings, extraverts are also assertive, active, and talkative; they like excitement and stimulation, and tend to be cheerful in disposition. They are upbeat, energetic, and optimistic.

2.5 Openness (O) – Unlike the familiar domains of N and E, openness to experience is a distinctive feature of the NEO Personality Inventory. The elements of openness- active imagination, aesthetic sensitivity, receptiveness to inner feelings, preference for variety, intellectual curiosity, independence of judgement- have of course often played a role in theories and measures of personality, but their coherence into a single broad domain has seldom been recognized. In the NEO-PI, openness takes its place as a major domain of personality (McCrae & Costa, 1985).

2.6 Agreeableness (A) - Agreeableness represents the positive or negative orientation toward others. The agreeable person is fundamentally altruistic; he or she is sympathetic to others and eager to help them, and believes that others will be equally helpful in return. By contrast, the disagreeable or antagonistic person is egocentric, skeptical or others' intentions, and competitive rather than cooperative.

2.7 Conscientiousness (C) – High conscientious people are strong willed and determined. They are known to be high in academic achievement and more diligent in studying (McCrae, 1976) [6]. Some recent research (McCrae, Costa, & Busch, in press) suggests that individuals low in conscientiousness are hedonistic and pleasure seeking, and have stronger interests in sex. Conscientious people may be more puritanical in attitudes and values.

The Inventory consists of 60 items. Out of 60 items, 12 items measure neuroticism, 12 items measure extraversion, 12 items measure openness, 12 items measure agreeableness, 12 items measure conscientiousness. The scoring method is 0,1,2,3, 4 for all items.

2.8 Collectivism- Collective motive was measured with the help of Collectivism Scale (Yamaguchi, 1990c) [8]. Person's collectivism is also thought to be responsible for other individual differences. Collectivists give priority to group goals than private goals. In the individualism – collectivism literature, it is widely accepted that collectivism is associated with a heightened concern for in-group harmony, and in group harmony is understood as a unitary concept (for reviews, see Kim, Triandis, Kagitcibasi, Choi & Yoon,1994, Triandis,1989) [3]. The Collectivism scale consists of 10 items to measure the tendency to give priority to the collective self over the private self. The scoring method is 1, 0 for all items.

3. Result and Discussions

- (1) At first Collectivism score of the football players were calculated. It was found that all the football players have predominately collectivist attitude than individualistic attitude.
- (2) So the first hypothesis is accepted here.
- (3) Now, the data on the personality pattern were analysed and presented in the following table-1 and figure-1.

Table 1: Mean, SD of Personality Pattern of Football Players Are Shown ere.

Sl. No.	Areas	Sex	N	Mean	SD
1	Neuroticism	M	60	20.33	4.58
2.	Extraversion	M	60	31.78	5.51
3.	Openness	M	60	25.20	4.37
4.	Agreeableness	M	60	27.51	5.00
5.	Conscientiousness	M	60	37.04	5.90

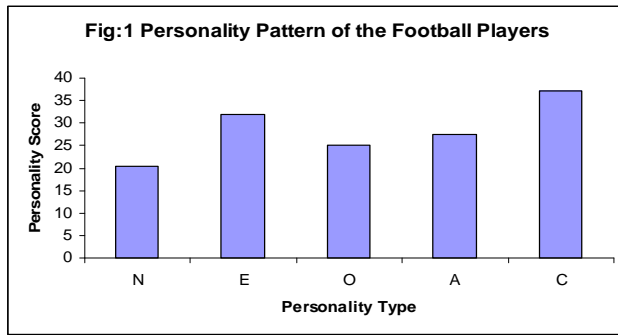


Fig 1:

The above stated table and figure clearly show that conscientiousness is the predominating personality characteristics among the team members followed by extraversion and agreeableness.

Table 2: Correlation Coefficients of personality factors and collectivism of football Players.

Variables	Neuroticism	Extraversion	Openness	Agreeableness	Conscientiousness
Collectivism	.107	.34*	.104	.21**	.37*

**Significant at 0.01 level

*Significant at 0.05 level

In table-2, a significant correlation is found among Extraversion, Agreeableness and Conscientiousness. It indicates that these personality factors are significantly related with the Collectivism and team members who are engaged in highly body contact game like football.

3.1. Implications of the study

It is evident from this study that in team work self-discipline, responsibility, cooperation, coordination, excitement, collectivistic thinking are the very basic factors in the team performance. Effective teamwork allows workers to accomplish too complex or large works very easily. This is also reflected not only in a football team which is highly body contact game but also personality factors plays a important role in the team. In generalisation of the present findings, it is necessary to compare the findings of the present study with players of the team members where body contact dose not arise.

This study is not free from limitations:

- Due to limited time period sample size was small.
- Future study will be done on a more precise sample selected from different type's team.

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This study indicates that high conscientiousness among the team members reflects their self-discipline, responsibility and aim for achieving the goal in a planned way. Besides this, high scores on this domain are known to be high in academic achievement and more diligent in studying (McCrae, 1976) [6]. On the other hand, their extraversion among the team members reflect their assertiveness, activeness and talkativeness. They like excitement, stimulation and tend to be cheerful in disposition. They are also upbeat, energetic and optimistic.

Another personality factors agreeableness among the team members represents positive and negative orientation toward others. They are sympathetic to others and eager to help them and believe that others will be equally helpful in return.

Therefore, we may conclude that the second hypothesis is also partially accepted in the case of conscientiousness, extraversion and agreeableness.

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