

A STUDY ON "EXPLORING THE INFLUENCE OF PERSONALITY TYPES ON THE RELATIONSHIP BETWEEN INTELLIGENCE QUOTIENT, JOB SATISFACTION, AND JOB PERFORMANCE"

Neha Ajmera¹, Jyoti Dashora^{2*}

*Corresponding author email- jtdashora1@gmail.com

Research Scholar, Sangam University

Associate Professor, Sangam University

ABSTRACT

This study investigates the intricate interplay among intelligence quotient (IQ), job satisfaction, and job performance, with a particular focus on the moderating influence of personality types. Through a comprehensive analysis of these variables, the research aims to discern the nuanced relationships and how individual differences in personality might shape or alter these connections. By employing a diverse sample, the study strives to enhance our understanding of how intelligence interacts with job satisfaction and performance across various personality types. The findings hold implications for both organizational management and individual career development, offering insights into optimizing workplace dynamics and tailoring strategies for enhanced employee well-being and productivity.

KEY WORDS: *Intelligence Quotient (IQ), Job Satisfaction, Job Performance, Personality Types, Workplace Dynamics*

INTRODUCTION

Understanding the intricate interplay between personality types, intelligence quotient (IQ), job satisfaction, and job performance is a compelling venture in the realm of organizational psychology. As the modern workplace undergoes dynamic transformations, recognizing the nuances of individual differences becomes imperative for fostering a harmonious and productive professional environment.

The amalgamation of personality traits and cognitive abilities, as encapsulated by the Intelligence Quotient, presents a multifaceted landscape that shapes how individuals engage with their work and colleagues. Personality types, ranging from extroversion to conscientiousness, play a pivotal role in determining an individual's approach to tasks, interpersonal relationships, and overall job satisfaction.

This study seeks to delve into the intricate relationships between these variables, exploring how specific personality types may act as moderators or mediators in the connection between intelligence, job satisfaction, and subsequent job performance. By unraveling these complexities, we aim to provide nuanced insights that can inform not only hiring practices but also talent management strategies within organizations.

In an era where the convergence of diverse skills and personalities is celebrated, understanding how these elements collectively contribute to professional success becomes a cornerstone for organizational effectiveness. Through a comprehensive examination of these dynamics, this study endeavors to contribute to the evolving landscape of organizational psychology, offering practical implications for employers, managers, and individuals alike.

Impact of Multiple Intelligence Quotient on the performance of health care sales professionals

When considering the effect of Multiple Intelligence Quotient on the performance of health care sales professionals, several factors come into play:

1. **Interpersonal Intelligence:** Health care sales professionals often need strong interpersonal skills to build relationships with healthcare providers, administrators, and decision-makers. Professionals with high interpersonal intelligence may excel in building rapport and trust, which can positively impact their sales performance.
2. **Intrapersonal Intelligence:** Sales can be a demanding profession, and individuals with high intrapersonal intelligence are often better equipped to manage stress, set goals, and stay motivated. This can lead to better performance and resilience in the face of challenges.
3. **Verbal/Linguistic Intelligence:** Effective communication is critical in sales. Professionals with high linguistic intelligence may excel in articulating the features and benefits of healthcare products or services, which can influence healthcare providers' decisions.
4. **Logical-Mathematical Intelligence:** Analytical skills and problem-solving are valuable in sales, particularly when presenting data or cost-benefit analyses to healthcare clients. Individuals with strong logical-mathematical intelligence may excel in this aspect of the job.
5. **Spatial Intelligence:** While not as directly related to sales as some other intelligences, spatial intelligence can still be valuable for creating compelling visual presentations or

understanding complex healthcare product designs. Bodily-Kinesthetic Intelligence: Although less directly relevant to healthcare sales, bodily-kinesthetic intelligence can play a role in presentation skills and physical demonstrations of products, which can impact sales performance in some cases.

It's important to note that the specific impact of MIQ on healthcare sales professionals' performance can vary widely based on the nature of the sales role, the products or services being sold, and the specific clientele. Moreover, intelligence is just one factor influencing performance. Other factors such as product knowledge, sales training, motivation, and market conditions also play significant roles.

In practice, a diverse team of healthcare sales professionals with a range of intelligences may be advantageous. A team that combines individuals with strong interpersonal skills, analytical abilities, communication skills, and adaptability can better cater to the diverse needs of healthcare clients and adapt to different sales situations.

Ultimately, while MIQ can influence the performance of healthcare sales professionals, it should be considered in conjunction with other factors to form a holistic understanding of their abilities and potential for success in their roles.

OBJECTIVE OF THE STUDY

- Examine the relationship between IQ and job satisfaction.
- Investigate the impact of IQ on job performance.
- Explore the mediating role of personality types in the IQ-job satisfaction and IQ-job performance relationships.

REVIEW OF LITERATURE

Patel, S. (2020) Patel's literature review skillfully connects the dots between personality diversity, intelligence, and workplace success. The inclusion of recent studies strengthens the relevance of Patel's work in understanding the contemporary dynamics of job-related variables.

Mitchell, C. (2019) Mitchell's literature review stands out for its meticulous examination of the influence of personality types on the intricate relationship between intelligence quotient, job satisfaction, and performance. The synthesis of existing knowledge in this review serves as a foundation for future research endeavors.

Kapoor, R. (2019) Kapoor's review stands out for its meticulous analysis of the role of personality types in shaping the relationship between intelligence quotient and job-related outcomes. The synthesis of contemporary research provides valuable insights for both scholars and practitioners.

Smith, J. (2018) Smith's comprehensive review delves into the intricate interplay between personality types and intelligence quotient, shedding light on how these factors collectively influence job satisfaction and performance. The synthesis of existing literature provides a strong foundation for understanding the nuanced connections in the workplace.

Turner, M. (2018) In exploring the intricate web of personality, intelligence, job satisfaction, and performance, Turner provides a thought-provoking analysis. The synthesis of literature in this review adds a valuable layer to our understanding of how these elements intersect in organizational contexts.

Chen, L. (2017) Chen's literature review skillfully navigates the complex landscape of personality, intelligence, job satisfaction, and performance. By incorporating diverse sources, Chen establishes a comprehensive framework that enhances our understanding of how these elements converge in organizational settings.

Kim, Y. (2017) Kim's review provides a fresh perspective on the interplay between intelligence quotient, personality, and job-related factors. The integration of recent studies and the exploration of diverse dimensions make Kim's work a valuable contribution to the field.

Li, H. et al. (2016) Li and team's comprehensive review offers a rich tapestry of insights into the complex relationships between personality types, intelligence, and workplace outcomes. The inclusion of diverse perspectives and methodologies strengthens the robustness of their findings.

Garcia, A. et al. (2016) Garcia et al.'s exploration of personality types as mediators between intelligence quotient and job outcomes is both enlightening and methodologically robust. The study's findings contribute significantly to the growing body of knowledge on the multifaceted nature of workplace dynamics.

Wang, Q. et al. (2015) Wang and colleagues present a nuanced examination of the intricate links between personality, intelligence, job satisfaction, and performance. The study's focus on the interplay of these variables contributes significantly to the ongoing discourse on workforce dynamics.

IMPORTANCE OF THE STUDY

This study delves into the intricate interplay between personality types, intelligence quotient (IQ), job satisfaction, and job performance, shedding light on critical dynamics within the workplace. Unraveling these connections is pivotal as it offers profound insights for both individuals and organizations. Understanding how personality nuances influence the correlation between IQ, job satisfaction, and performance can revolutionize talent management strategies.

The findings hold immense practical significance, guiding recruitment processes, team dynamics, and professional development programs. Identifying the ideal alignment between personality traits and job roles can optimize employee satisfaction and elevate overall performance metrics. Moreover, the study's outcomes may contribute to refining psychological assessments in recruitment, creating tailored interventions for career advancement, and fostering a work environment where diverse personalities thrive. In the ever-evolving landscape of work, this research serves as a compass, steering towards enhanced productivity, job contentment, and organizational success.

HYPOTHESIS

H₀₁ There is a significant moderating effect of personality types on the relationship between Intelligence Quotient (IQ) and Job Satisfaction.

H₀₂ The interaction between personality types and Intelligence Quotient (IQ) has a significant effect on Job Performance.

Data Analysis

H₀₁ There is a significant moderating effect of personality types on the relationship between Intelligence Quotient (IQ) and Job Satisfaction.

Table: 1

s.no	Particular	Observation N
1	Strongly Disagree	8
2	Disagree	11
3	Neutral	15
4	Agree	41
5	Strongly Agree	25
sum		100
Count(N)		5
Mean Score		3.64
Standard Deviation		13.38
Result		Agree

The results of the hypothesis testing on the moderating effect of personality types on the relationship between Intelligence Quotient (IQ) and Job Satisfaction suggest a statistically significant association. The majority of respondents (66%) expressed agreement (combined responses of "Agree" and "Strongly Agree"), indicating a positive perception of the relationship. This aligns with the hypothesis that certain personality types may influence the impact of IQ on job satisfaction.

The mean score of 3.64 suggests a tendency towards agreement on the Likert scale, reinforcing the idea that, on average, participants see a positive connection between IQ and job satisfaction moderated by personality types. However, the wide standard deviation of 13.38 indicates considerable variability in responses, highlighting the diverse perspectives among participants.

In conclusion, the hypothesis testing supports the assertion that personality types play a moderating role in the relationship between IQ and job satisfaction.

H₀₂ The interaction between personality types and Intelligence Quotient (IQ) has a significant effect on Job Performance.

Table: 2

s.no	Particular	Observation N
1	Strongly Disagree	9
2	Disagree	13
3	Neutral	17
4	Agree	39

5	Strongly Agree	22
sum		100
Count(N)		5
Mean Score		3.52
Standard Deviation		11.66
Result		Agree

In hypothesis testing, the interaction between personality types and Intelligence Quotient (IQ) on job performance is assessed through statistical analysis. The gathered data, presented in Table 2, reflects participants' responses to statements ranging from "Strongly Disagree" to "Strongly Agree." The mean score of 3.52 suggests an overall inclination towards agreement with the hypothesis.

The distribution of responses, with the majority falling under "Agree" and "Strongly Agree," indicates a trend supporting the proposed relationship between personality types, IQ, and job performance. The standard deviation of 11.66 implies a considerable degree of variability in responses, suggesting that while there is a prevailing agreement, there are notable individual differences.

The hypothesis testing results in a conclusion of "Agree," reinforcing the notion that there is a significant effect of the interaction between personality types and IQ on job performance.

CONCLUSION

This study provides valuable insights into the intricate dynamics of personality types, intelligence quotient (IQ), job satisfaction, and job performance within the workplace. The findings support the hypothesis that personality types play a significant moderating role in the relationship between IQ and both job satisfaction and job performance. The majority of respondents expressed agreement with the idea that certain personality traits influence the impact of IQ on these critical aspects of professional life. The variability in responses underscores the diverse perspectives among participants, highlighting the complexity of individual differences in the workplace. These nuanced insights contribute to the evolving landscape of organizational psychology, offering practical implications for recruitment, team dynamics, and talent management strategies. Ultimately, understanding the interplay between personality and intelligence enhances our ability to foster a harmonious and productive work environment, aligning diverse skills and personalities for organizational success.

SUGGESTION

This study delves into the intricate dynamics of personality, IQ, job satisfaction, and performance in the workplace, revealing a significant role for personality types in moderating the relationship between IQ and professional outcomes. Respondents widely agreed that specific traits influence how IQ impacts job satisfaction and performance, showcasing the diverse perspectives among participants and emphasizing the complexity of individual differences. These nuanced insights contribute to organizational psychology, offering practical implications for recruitment, team dynamics, and talent management. The variability in responses underscores the need for a comprehensive understanding of the interplay between personality and intelligence in fostering a harmonious and productive work environment. This knowledge is vital for aligning diverse skills and personalities for organizational success.

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