The Relationship of the Consciousness of "Ikigai" in "Job" and the Personality Traits of Employees

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The purpose of this study was to investigate the relationship of the consciousness of "Ikigai" in "job" and the personality traits of employees by the "Y-G" personality test.

Subjects were employees in 2 enterprises in Aichi Prefecture.

The results were as follows.

1) The personality type "D" was storongest in the strength of the consciousness of "Ikigai" in "job" and type "E" was weakest.

2) The stability of the "emotionality" and the "extraversion" were positively related to the strength of the consciousness of "Ikigai" in "job".

1. Introduction

(The correlation of productivity and the will to work)

The productivity in an enterprise is determined by the 2 factors, i.e., the equipments for production and the performance level of employees.

The performance level of employees is determined by the results of the interaction of their job skills and their will to work.

The performance level of employees is more influenced by the employees' will to work than by their job skills because the technical innovation has been extremely progressed in the present society. Therefore, the most important task in the labor management is to maintain and improve the employees' will to work.

(The correlation of the will to work and the consciousness of "Ikigai" in "job" and in the place of work)

In the present day the employees' will to work is determined by the degree of the "job satisfaction". According to the concept of Maslow(1954) the concept of the "job satisfaction" is equal to the concept of the "self-actualization" in the job. The latter concept is equal to the concept of the "Ikigai" in the job in the sense of Japanese.

So, in Japanese employees the will to work is determined by the degree of the consciousness of the "Ikigai" in "job" of the employees and in their places of work.

(The correlation of the consciousness of "Ikigai" and the degree of the adaptation in the place of work)

K. Horie(1978)[1] demonstrated the significant correlation of the personality traits of employees measured by the "Y-G" personality test and the degree of adaptation in the place of work.

The indexes of the degree of the adaptation of employees were the kind of jobs, the status in job, the estimation to employees' personality by their supervisors, their popularities in the human relations, their performance levels, their levels of job satisfaction, and their leadership type so on.

It is evidently predicted that the degree of the consciousness of "Ikigai" in the job of the employees and in their places of work are significantly correlated to the degree of the adaptation in their places of work.

Therefore, it is predicted that the degree of the consciousness of "Ikigai" is correlated to the personality traits of employees.

(The purpose of the present study)

The purpose of this study is to investigate the relationship of the consciousness of "Ikigai" in the job and in the place of work and the personality traits of employees by the "Y-G" personality test. In the case of the adaptation in the place of work

the "D" type of the personality types of the "Y-G" test is best and the personality traits of the emotional stability and the extraversion in the behavior tendency show better adaptation level.

Consequently, it is predicted that the consciousness of "Ikigai" in the job and in the place of work is significantly correlated to the traits described above.

2. Method

(Subjects)

Subjects were the employees of the following 2 enterprises. The Company "T" is in "Togo" Town in Aichi Prefecture and manufactures the parts of car. The Company "N" is in "Nagoya" City and manufactures the contact lens.

Table 1 shows the contents of Ss. in the enterprises, the properties, and the kind of jobs.

Table 1   Subjects

C / P J	T					N				
	t	c	s	s'	Σ	t	c	s	s'	Σ
SA	9	7	6	42	64	11	22	71	22	126
SW						0	6	0	0	6
EA	13	1	4	37	55	24	9	34	42	109
EW						3	79	23	49	154
Σ	22	8	10	79	119	38	116	128	113	395

C : COMPANY; J : JOB; P : PROPERTY
SA(W) : SUPERVISOR OF MAN(WOMAN)
EA(W) : EMPLOYEE OF MAN(WOMAN)
  t : TECHNIQUE; c : CLERICAL WORK
  s : SELLING; s' : SKILL

(Procedure)
〈the consciousness of "Ikigai"〉

The consciousness of "Ikigai" was measured by the following 2 methods.
  ① "ranking" method

Ss. were asked to rank the following 3 objects according to the strength of the consciousness of "Ikigai", namely, the strength of the satisfaction in each object.

3 objects were "job", "everyday life in home " ("home"), and "private leisure time" ("leisure").
  ② "rating" method

Ss. were asked to rate on a 10-point scale the strength of the consciousness of "Ikigai", namely, the strength of the satisfaction in each object (point "10" : most satisfied ; point "1" : least satisfied).
〈the personality traits〉

The personality traits of Ss. were measured by the "Y-G" personality test.

This test consists of 12 scales and each scale measures one personality trait (e. g., "depression" tendency). 6 scales ("D", "C", "I", "N", "O", and "Co") measure the degree of the stability of the "emotionality". 6 scales ("Ag", "G", "R", "T", "A", and "S") measure the degree of "extraversion".

The personality type is categorized by the combination of "emotionality" level and "extraversion" level.

There are 5 types (i. e., "A", "B", "C", "D", and "E" type) in the "Y-G" test. These types are called super-types. Each type consists of 3 sub-types. Therefore, there are 15 sub-types.

Table 2   Personality Type in Y−G Test

T / Traits	E	EX	T' P	M	M'
A	a	a	A	A'	A''
B	U	e	B	B'	AB
C	S	i	C	C'	AC
D	S	e	D	D'	AD
E	U	i	E	E'	AE

T(T') : SUPER(SUB)-TYPE
E : EMOTIONALITY
EX : EXTROVERSION
P : PURE TYPE
M : TYPE MIDWAY
M' : MIXED TYPE
a : AVERAGE;
U : UNSTABLE; S : STABLE
e : EXTROVERSION
i : INTROVERSION

Table 2 shows the features of each type of 5 super-types and the relation of super-types and sub-types.

3. Results

1) the general tendency of the consciousness of "Ikigai"

① the "ranking" method

Table 3 shows the results in the "ranking" method. The figures in Table 3 mean the frequency with which each object of 3 objects ("job", "home", "leisure") was chosen with the first place. Table 4 shows the relative frequency (percentage) of the figure in Table 3.

Table 3　Personality Type and Choice (Number of Ss.)

C\O\P		A	B	C	D	E	Σ
T	J	6	1	6	23	1	37
	H	17	3	12	20	7	59
	L	7	1	3	10	2	23
	Σ	30	5	21	53	10	119
N	J	10	11	11	56	0	88
	H	34	17	45	61	12	169
	L	30	18	22	46	8	124
	Σ	74	46	78	163	20	381
To	J	16	12	17	79	1	125
	H	51	20	57	81	19	228
	L	37	19	25	56	10	147
	Σ	104	51	99	216	30	500

P : PERSONALITY TYPE

O : OBJECTS; C : COMPANY

J : JOB; H : HOME; L : LEISURE

T_0 : TOTAL

From Table 4 it is evident that 26% of 500 Ss. chose "job" with the first place, 46% "home", and 29% "leisure".

So, the strength of the consciousness of "Ikigai" in "home" is strongest and the strength of that in "job" is weakest.

② the "rating" method

Table 5 shows the results in the "rating" method. From table 5 it is clear that the average score of the strength of the consciousness of

Table 4　Personality Type and Choice (%)

C\O\P		A	B	C	D	E	To
T	J	20	20	29	43	10	31
	H	57	60	57	38	70	50
	L	23	20	14	19	20	19
	Σ	100	100	100	100	100	100
N	J	14	24	16	35	0	24
	H	47	39	53	38	65	44
	L	39	37	31	27	35	32
	Σ	100	100	100	100	100	100
To	J	15	24	19	37	3	26
	H	50	41	54	38	67	46
	L	35	35	27	25	30	29
	Σ	100	100	100	100	100	101

Table 5　Personality Type and Average Score

C\O\P		A	B	C	D	E	To
T	n	30	5	21	53	10	119
	J	6.7	6.0	6.5	6.9	5.1	6.7
	H	8.0	8.0	7.8	8.1	6.1	7.8
	L	6.8	6.6	6.5	6.8	5.3	6.6
	L'	6.9	6.8	7.3	7.4	4.7	7.0
N	n	74	46	75	163	20	378
	J	6.3	6.4	6.2	7.0	5.6	6.6
	H	7.5	7.6	7.3	8.1	7.3	7.7
	L	7.3	7.2	6.9	7.4	7.4	7.3
	L'	7.3	7.1	7.1	8.1	6.6	7.5
To	n	104	51	96	216	30	497
	J	6.4	6.4	6.3	7.0	5.4	6.6
	H	7.6	7.6	7.4	8.1	6.9	7.7
	L	7.2	7.1	6.8	7.3	6.7	7.1
	L'	7.2	7.1	7.1	7.9	6.0	7.4

P : PERSONALITY TYPE

O : OBJECTS; C : COMPANY

n : NUMBER OF SUBJECTS

J : JOB; H : HOME; L : LEISURE

L' : LIFE; T_0 : TOTAL

"Ikigai" in "job" is 6.6, that in "home" 7.7, and that in "leisure" 7.1 with 497 Ss.

So, the strength of the consciousness of

"Ikigai" in "home" is strongest, and that in "job" is weakest. These results are in accord with the results of the "rankig" method.

The results of the present study are also in accord with the results in K. Horie(1981)[2].

2) the relation of the consciousness of "Ikigai" in "job" and the personality traits

① the personality type

1. the "ranking" method

Table 3 shows the frequency with which each object was chosen with the first place in each super-type. Table 4 shows the relative frequency (percentage). From the total in table 4 it is clear that in super-type "D" the strength of the consciousness of "Ikigai" in "leisure" is weakest, but in other 4 super-types that in "home" is greatest and that in "job" is weakest.

Also, the degree of the strength of the consciousness of "Ikigai" in each objects is different between super-types.

So, chi-square(χ^2) examination was applied to the total in Table 3. The value of chi-square($\chi^2 = 25.00$) was significant ($\chi . 01^2(8) = 20.09$, P<.01). So, the differences between super-types are significant.

Next, one-pair comparisons between super-types were performed. Table 6 shows the results.

From table 4 and 6 it is clear that the

Table 6   One－Pair Comparison (χ^2－value)

P\P	A	B	C	D	E
A					
B	3.10				
C	0.00	4.50			
D	** 16.00	2.67	** 15.75		
E	4.02	* 6.48	3.87	** 12.30	

P : PERSONARITY TYPE

＊ : P<.05; ＊＊ : P<.01

differences of between type "D" and type "A", type "C", type "E" and between type "B" and type "E" are significantly different.

Consequently, it is concluded that the strength of the consciousness of "Ikigai" in "job" is strongest in type "D" and weakest in type "E".

2. the "rating" method

Table 5 shows the average score of the strength of the consciousness of "Ikigai" in each object in each super-type. In the total in table 5 it is clear that in all types the strength of the consciousness of "Ikigai" is strongest in "home" and weakest in "job".

So, in this sense there is no difference between types. But in regard to the differences between types in the strength of the consciousness of "Ikigai" in "job", the strength in type "D" is strongest and that in type "E" is weakest.

This results are in accord with the results of the "ranking" method.

② the personality scale

The correlation of the strength of the consciousness of "Ikigai" in "job" and the score of each scale of 12 scales was analyzed.

Analysis was performed by the partial correlation coefficient. Table 7 shows the case where the partial correlation coefficient was significant. Sign "+" and "−" in table 7 mean respectively significant "positive" and "negative" correlation. Significant level was 5% in Co. "N" and 10% in Co. "T". In Co. "T" 3 kinds of job, i. e., "technique", "clerical work, " "selling" were grouped.

From table 7 the following results is clear.

The scales having significant relation with the strength of the consciousness of "Ikigai" in "job" are "D", "Co", "G", "T", and "A".

Scale "D" means "depression" and scale "Co" means "lack of cooperativeness". Both scales show negative correlations. So, the strength of "depression" and "lack of cooperativeness" is negatively related to the strength of the consciousness of "Ikigai" in "job".

Scales "G", "T", and "A" mean "general activity level", "thinking extraversion", and "ascendance" respectively. Scales "G" and "A" show positive correlations, but scale "T" shows

Table 7 Partial−Correlation

C	P	SA	EA	EW	t	c	s	s'	To
N	D	−	−	−		−		−	−
	C								
	I								
	N			+		+			
	O								
	Co		−		−				−
	Ag								
	G						+		+
	R								
	T								
	A		+		+	+	+		+
	S								
T	D	−						−	
	C		−					−	
	I								
	N							+	
	O								
	Co		−			−		−	−
	Ag								
	G								
	R		+						
	T	−							−
	A								
	S	+							

C : COMPANY; S : SCALE
P : PROPERTY; To : TOTAL
SA : SUPERVISOR OF MAN
EA(B) : EMPLOYEE OF MAN(WOMAN)
t : TECHNIQUE; c : CLERICAL WORK
s : SELLING; s' : SKILL

negative correlation. So, the strength of "general activity level" and "ascendance" is positively related to the strength of the consciousness of "Ikigai" in "job", but in case of scale "T" the relation is negative relation.

Scales "D" and "Co" belong to the "emotionality" scale. Scales "G", "T", and "A" belong to the "extraversion-introversion" scale.

Consequently, the stavility of the "emotionality" and the "extraversion" is positively related to the strength of the consciousness of "Ikigai" in "job".

4. Discussion

As previously described in the results, this study demonstrated the following facts.

1） The strength of the consciousness of "Ikigai" in "job" is strongest the personality type "D" and weakest in the type "E".

2） The "emotional stability" and "extraversion" are positively related to the strength of the consciousness of "Ikigai" in "job".

In this study whether the relation between the "Ikigai" consciousness and the personality traits is the correlative relation or the causal relation is not clear.

Therefore, this question remains to be researched in future.

Moreover, the interaction effect of the personality traits and other personal factor (e. g., "status in job") to the consciousness of "Ikigai" in "job" is to be studied in future.

References

1） K. Horie, "Personality and Adaptation in the Place of Work" Brain Press, Tokyo., 1978

2） K. Horie, "the Consciousness of "Ikigai" of Present-Day Japanese" Sakai Press, Tokyo., 1981