Development and Standardization of Personality Inventory to Study Personality Among Undergraduate Students in West Bengal

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Abstract

The aim of this study is the development of Personality Inventory. Personality Inventory has 30 items comprising of two subscales. The first is an extrovert personality subscale (15 positive items) while the second is introvert personality subscale (15 positive items). In determining the content validity of the Personality Inventory, it was evaluated by an expert panel of 11 people consisting of academicians and education practitioners; psychology and counseling at the Higher Education Institute (HEI) and the school. the subjects were 11 panel of experts consisting of academicians in higher education institutions and practitioners in psychology and counseling in schools and institutions of higher learning. While in the third phase, a total of 40 students from a at a college in Murshidabad, West Bngal, were randomly selected to obtain Personality Inventoreliability data. Personality Inventory has a good overall content validity of 87.8 percent with cumulative value equal to 0.88. Content validity based on extrovert subscale were 88.6 per cent, while introvert subscale is 87.0 percent. This indicates that the Personality Inventory have high expert content validity. The overall reliability analysis of Personality Inventory is acceptable at .60. Analysis of the reliability of extrovert subscales show satisfactory results of .73 while introverts subscales was .80. As such, the study succeeded in producing Personality Inventory with a good validity and reliability and useful to use for determining whether an individual personality is extrovert or introvert.

Keywords: Extrovert, Introvert, Personality Inventory.

Introduction

Personality covers aspects such as motivation, individual intelligence, how individuals think, their opinions of things and values held. Mohd Zuri Ghani et al. (2008) stated that the concept of personality isa dynamic organization of psychophysical system where the system determines a person's thinking and his behavior. There are many personality traits which are aggressive, introverted, extroverted, analytical, and intellectual diversity. An understanding of the theory of personality and exploring the uniqueness of the individual is the basis for carrying out research on personality. Eysenck (2009) describes the development of personality inventory is to help individuals clearly recognize the personality based on special measuring tools to measure personality.

This study focused on two personality traits that are introverts and extroverts. According to Jung (1954), personality can be categorized into two which are extroverts and introverts. Extrovert individual is a

person who does not like the inner world and more focused on the external world. Extrovert individuals are usually more active and more aggressive. They also love to socialize and often involved in various social activities. Extrovert individuals are also optimistic and like change for the better. Even so, an extrovert individual cannot be relied upon because they do not like to be bound by the rules or a situation.

Problem of the study

Everyone has a personality of its own. Personality gives various meanings. Most psychologists also have different opinions in describing the definition of personality. But clearly, psychologist uses the word "personality" to show something more than the role an individual play. Ahmad Amri (2009) noted personalities as part of the system that produces a behavior. Personality also refers to the pattern of permanent traits linked and unique character that are both consistent and provide an overview of a person's behavior individually (Feist, J. & Feist, GJ., 2006). In other words, personality is something that represents an individual and always reflect the individual character from the aspects of thoughts, feelings and behavior. Personality can also change and modified but it requires time and effort.

This study focuses on the personality of introverts and extroverts even though there are a lot of personality traits of an individual. Personality not only refers to the behavior patterns but also affect a person's character from the point of thinking, feeling, sensing and intuition whether visible or hidden. Both introvert and extrovert personality exists within each individual. However, only one personality trait is dominant in each individual. All individuals will not have both high or low extroverted and introverted personality traits. However, the probability of an individual to have half the introverted personality traits and half extroverted personality trait is high.

Phases of Development of Personality Inventory

☐ **Phase 1: Development of Personality Inventory**

The development of Personality Inventory is accomplished through library research involving previous studies and theoretical approaches that are appropriate based on individual personalities. Individual personality can generally be divided into two parts, extrovert and introvert personalities. Individuals can be distinguished by two personalities which are extrovert and introvert personalities. Individuals tend to show their dominant personality in order to adapt to their environment. Individuals will put themselves in the environment through a variety of ways to socialize, talk, behave, act, respond to and receive information from others.

☐ **Phase 2: Obtaining Content Validity of Personality Inventory**

Validity is an important concept in the context of the measurement of constructs or ideas such as attitude, motivation, perception, fitness and achievement. The Personality Inventory content validity was obtained by asking the views of 11 experts, five professionals in the field of counseling and six practitioners in the field of counseling. All of the experts have been selected based on the knowledge and practice of counseling they received. The researchers first prepare a letter of authorization to carry out the validity analysis. The validity is obtained through a process where the experts are required to mark the inventory according to the given selection scales of 1 to 10. Scale 1 represents strongly disagree while scale 10 represents strongly agree.

❑ Phase 3: Reliability Analysis of Personality Inventory

The third phase was carried out with the aim of obtaining the reliability scores of Personality Tool. According to Sazali (2009), reliability means the ability of a measuring instrument to measure the phenomenon accurately and consistently so that different interpretation of the instruments by the respondents will not arise. The reliability obtained for the inventory was derived from over 40 students at a college in Murshidabad, West Bngal. The samples were selected using a simple random sampling method. The data were analyzed using SPSS to obtain the Cronbach Alpha value in order to assess the reliability of the Personality Inventory.

Subjects and Place of study

The subjects of study were only involved in the second and third phases of the study. In the second phase of the study, the subjects were 11 panel of experts consisting of academicians in higher education institutions and practitioners in psychology and counseling in schools and institutions of higher learning. While in the third phase, a total of 40 students from a at a college in Murshidabad, West Bengal, were randomly selected to obtain Personality Inventory reliability data.

Development of the Research Instrument

The research instrument used is Personality Inventory which contains 30 items consisting of two subscales. The first subscale is an extroverted personality (15 positive items) while the second subscale is the introverted personality (15 positive items).

❑ Phase 1: Development of scale, sub scale and item inventory

The development of Personality Inventory is based on theoretical background and its basis. Based on the recommendation made by the researchers, the developed Personality Inventory contains 30 positive items and is divided into two subscales which is extrovert (15 items) and introvert (15 items).

❑ Phase 2: Content validity value

Based on the agreement of expert panel, the IPEI value is as shown in Table 1:

TABLE 1   Overall and Sub Scale Validity Value of IPEI (N=11)

Scale / Sub-scale	Item No.	Value
Overall Personality Inventory	30	8.78
Extrovert	15	8.86
Introvert	15	8.70

Table 1 shows the overall validity of the Personality Inventory is 8.78 (87.8%). While the highest content validity is 8.86 (88.6%) of the extrovert sub-scale and the lowest is introvert subscale with 8.7 (87%). This indicates that the IPEI has high expert content validity.

❑ Phase 3: Reliability Value of Items in Personality Inventory

Personality Inventory reliability analysis are shown in Table 2 below:

TABLE 2 Overall Scale and Sub Scale Reliability Analysis of IPEI (N = 40)

Scale / Sub-scale	Item No.	Cronbach Alpha
Overall Personality Inventory	30	.60
Extrovert	15	.73
Introvert	15	.80

The Personality Inventory reliability analysis shows that the Cronbach Alpha coefficients is at acceptable value of .60. This shows the IPEI has good internal reliability and proves that Personality Inventory can clearly measure the individual personality. The Personality Inventory reliability by sub-scale scores is also good wherethe extrovert reliability is .73 and .80 for Introverts. This indicates that these items are goodand acceptable to conduct a study.

Next, based on Table 2 is the reliability analysis to test the quality level of the developedpositive items. For Personality Inventory, sub-scale item of 1-15 is for the extrovert, while 16-30 is for Introvert sub-scale. The results obtained are as follows:

TABLE 3 Personality Inventory's Reliability for Each Items

No.	Items	Cronbach's Alpha
1.	I'm a friendly person	.61
2.	I love outdoors activities	.58
3.	I love to start a conversation if I meet new people	.60
4.	I love to attend gatherings and parties	.55
5.	I love to give my views in a discussion	.57
6.	I have many close friends	.63
7.	I love a festive atmosphere	.59
8.	I like to get involved in volunteering activities	.57
9.	I'm comfortable when being in a crowded group	.58
10.	I like to joke with friends	.59
11.	I'm comfortable when many guests come to my house	.58
12.	I like to eat together	.58
13.	I like to help even though they are strangers	.60
14.	I really appreciate the time together with people around me	.59
15.	I am a jolly person	.61
16.	I'm more comfortable playing with pets than talking to people around me	.57
17.	I like to eat alone	.57
18.	I love to calm my mind in a quiet environment	.58
19.	I am a quiet person	.59
20.	I like to be alone	.56
21.	I rarely mingle with family members	.54

22.	I do not like to talk about myself	.57
23.	I prefer to indulge on my own feelings rather than talk	.56
24.	I do not like to mingle	.56
25.	I am stressed in a noisy environment	.61
26.	I do not have many friends	.57
27.	I easily get bored when I am in public	.56
28.	I listened more than talked	.58
29.	I'm happy when alone	.54
30.	I do not like exercising with friends	.58

Table 3 shows the lowest reliability value of .54 for item number 21 and 29 under the Introvert sub-scale. While the highest reliability is at .63, for item number 6 under the Extrovert sub-scale. The reliability value of medium-high for each item indicates the quality of the items that are developed at an appropriate level, can be understood and accepted by the respondent.Valette (1997) also stated that the reliability coefficient of .50 or more is acceptable. This is in line with the opinion expressed by Mohd Majid Konting (1990), who states that the value of reliability coefficient of 0.60 or more is good and acceptable.

PERSONALITY INVENTORY OF COLLEGE STUDENTS

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Conclusion

Based on the analysis done on both extrovert and introvert subscales, the validity and reliability value is at an acceptable value and is used to help individuals recognize their own personality traits. Jung (1968) indicated that both extroverted and introverted personality has its own unique function within the individual based on four key aspects of thinking, feeling, sensing and intuition. Friedman and Schustack (2012) described the main functionality of the individual in recognizing personality as it helps identify the individual in terms of motivation to achieve something. As a result, individuals can assess their own personality through the awareness of self-improvement and self-congruence to develop an attractive personality.

The development of Personality Inventory provides added value to individuals who want to know whether they have extroverted or introverted personality. Each developed item can provide a definition and understanding for the respondent to make an analysis about them in terms of thoughts, feelings, behavior, communication and personality. According to Chek Mat (2008), the personality measurement can be seen to provide a clear understanding of how individuals want to know their personality and thus are aware of things that are appropriate to their own personality. As a result, personality measurement tool is important in helping individuals to recognize and understand their personalities and provide useful input in the aspect of self-development.

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