

Workplace Stress and Personality Traits: A Study among Salaried Employees in Bangalore Urban Area

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Abstract

This article presents a synthesized study examining the interplay between workplace stress and personality traits—namely psychoticism, neuroticism, and extraversion—among salaried employees in a metropolitan corporate setting. A sample of 70 participants was analyzed using standardized psychometric instruments. The findings reveal meaningful correlations, offering critical insight into how distinct personality traits influence employee stress experiences and suggesting pathways for targeted HR interventions.

Introduction

In today's corporate landscape, workplace stress is an ever-present challenge with far-reaching effects on employee well-being, productivity, and organizational sustainability. Individual personality traits often determine how stress is perceived and managed, making it crucial for organizations to understand the psychological predispositions of their workforce. This paper investigates the association between stress and personality dimensions among salaried employees in Bangalore.

Methodology

A correlational research design was adopted, involving 70 salaried employees from Connect One Group Pvt Ltd, a multinational company. Participants completed the Eysenck Personality Questionnaire-Revised (EPQ-R) and the Employee Stress Scale, adapted from the Holmes and Rahe SRRS. Data was analyzed using Pearson correlation to assess relationships between personality traits and stress levels.

Results

The results revealed significant positive correlations between stress and all three personality traits: psychoticism ($r = 0.533$), neuroticism ($r = 0.284$), and extraversion ($r = 0.304$). Employees exhibiting higher psychotic traits, such as aggressiveness or impulsivity, showed greater stress. Likewise, neurotic individuals were more emotionally reactive to stressors. Interestingly, extraverted employees, typically seen as resilient, also reported higher stress—potentially due to their greater social exposure and obligations.

Discussion

These findings affirm global research trends indicating personality as a strong predictor of stress vulnerability. High neuroticism often amplifies negative emotional reactions to work pressures, while

psychoticism may reflect low impulse control or difficulty adapting to organizational norms. The correlation with extraversion, while counterintuitive, suggests that high social demands and performance expectations on outgoing individuals can translate to elevated stress. Hence, organizations must view stress management through a personality-sensitive lens.

Conclusion

Understanding personality-based stress responses is essential for building robust employee support systems. Tailored interventions including emotional intelligence coaching, cognitive-behavioral training, and proactive wellness programs can help mitigate stress effects. Furthermore, embedding personality assessments into HR strategies will foster a culture of psychological safety and optimize employee performance across roles.

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