

PERSONALITY TRAINING AND POSITIVE WORKING ATTITUDES

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ABSTRACT

Personality training is one of the most important business trainings that can enhance positive working attitude. One of the most significant measurements of the modern business success is the motivation factor of positive working attitude. This is because this factor can help to achieve goals, improve productivity, and job satisfaction. Personality is designed to correct problems of poor self-image, no motivation, and negative attitude. However, it is imperative to investigate if the staff who had finished personality training program have improve the level of positive working attitude or not as well as to find better ways to enhance positive business environment. The main objective of this study was to investigate factors from personality training that contribute to the enhancement of positive working attitudes from university staff. This study used a mixed research of both qualitative and quantitative method. A five Likert scales questionnaire was designed and developed for the aims of data collection and data analyzed. A total of 100 university staff who were in the personality training class was interviewed with questionnaire. Whereas, an in-depth interview was utilized to gain more insight information from 10 staff who had long experiences with the campus. Statistical description and analysis were conducted by using SPSS program. Percentage, mean, and standard deviation were used for generating the major results. The result of this investigation revealed that the majority of university staff had an improvement of positive working attitude in terms of decision-making, empowerment, authority, relationship with boss and peers. It also found that staff with positive working attitude often gets work done with less complains and be able to motivate other staff to do the same. Staff with working attitude often show high enthusiastic to job assignment and working well with other staff as well as become role model for others.

Keywords: University Staff, Personality Development, Positive Working Attitudes, Improvement

Introduction

The important question for personality development is what is the personality vision you have in your mind for your life? What is your definition of personality development for success in life and success in business. If you have a chance to change your personality, how does it look? can you see the detail? What do see yourself in a year? Five years? Ten years? Will you make a commitment to wake up and change your personality and attitude for better life? Personality change or development is the next step necessary to living life to the fullest and have five-star success is that you must have positive working attitude as well as positive life attitude. That means show up with a smile of positive attitude, positive mind, and positive thinking every day. This means to working everyday with excited, enthusiastic, engaged, and determined to demonstrate excellence. It is important to work extra mile, to go further than everyone expectation, to do more than you expect to do in your organization, and to give more than you expect to contribute to the co-workers and organization.

One of the main reasons for better personal development and positive working attitude is that if you are happy with what you do and do more than you paid to do, it is certainly will have a big impact to your future income. This is why it is vital to show up daily and consistently perform with an attitude of positive as well as an attitude of excellence.

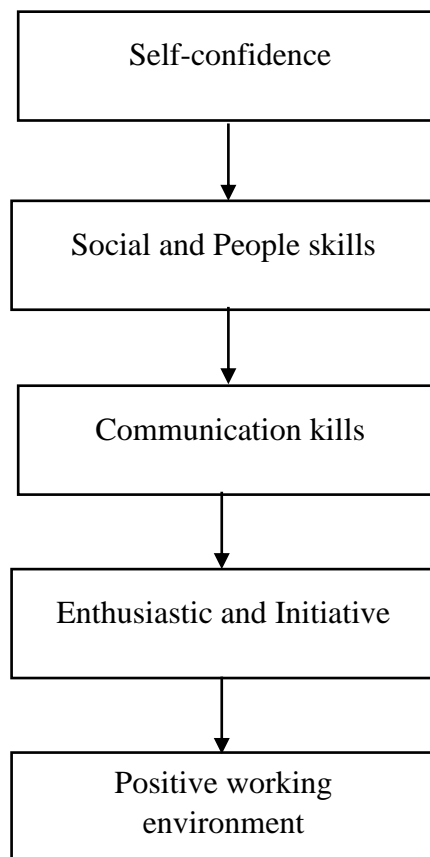
Personality training program is one of the most important business trainings that can enhance positive working attitude and benefit directly to the trainees. Personality development training has been initiated in the campus of Suan Sunandha Rajabhat University, Bangkok, Thailand for many decades, however, it becomes very popular in the past five years due to the needs to be competitive in the globalization market. Every student needs to have better

personality and better working attitude to be competitive in the world of modern business. One of the most significant measurements of the modern business success is the motivation factor of positive working attitude. Why? Because this factor can help to achieve important goals, improve high productivity, and increase high level of job satisfaction. Personality development training is designed to minimize and to correct problems of poor self-image, lack or no motivation, and extremely negative attitude. However, it is imperative to investigate and to study, if employees of Suan Sunandha Rajabhat University, who had finished personality training program have improve the level of positive working attitude or not as well as to recommend many new and better ways to enhance positive business working attitude.

Research Methodology

Since the researcher has a major interested in personality development and improvement, so the researcher is interested in studying and investigating this personality development topic. In fact, it is imperative to investigate and examine in detail, if the staff who had finished personality training program have improve the level of positive working attitude or not as well as to find better ways to enhance positive business environment. The main objective of this study was to investigate factors from personality training that contribute to the enhancement of positive working attitudes from university staff. This study used a mixed research of both qualitative and quantitative method. A five Likert scales questionnaire was designed and developed for the aims of data collection and data analyzed. About 100 university staff who were in the personality training class was interviewed with the specific designed questionnaire. Whereas, an in-depth interview was utilized to gain more insight information from 10 staff who had long experiences with the campus. Statistical description and analysis were conducted to provide feedback and analysis by using SPSS program. Percentage, mean, and standard deviation were used for generating the major results and discussion.

Fig 1. Five important positive working attitude



Findings

TABLE 1. MEANS OF SATISFACTION BEFORE AND AFTER PERSONALITY TRAINING

	Mean Before	Mean After	Gain/ Loss
Factors			
1. Self-confidence	3.83	4.01	+0.18
2. Social and People Skills	3.78	3.98	+0.20
3. Communication skills	3.64	3.76	+0.12
4. Enthusiastic and Initiative	3.54	3.61	+0.07
5. Positive working environment	3.43	3.55	+0.12

From table 1, shows the means of satisfaction level before and after personality development trainings in five areas of trainees. The respondents rated “Self-confident” as number one in both before and after with the mean of 3.83 and 4.01 and there was a gain of level of satisfaction by 0.18. The respondents rated “Social and people skills” as number two in both before and after with the mean of 3.78 and 3.98 and there was a gain of level of satisfaction by 0.20. The respondents rated “Communication skills” as number three in both before and after with the mean of 3.64 and 3.76 and there was a gain of level of satisfaction by

0.12. The respondents rated “Enthusiastic and Initiative” as number four in both before and after with the mean of 3.54 and 3.61 and there was a gain of level of satisfaction by 0.07. The respondents rated “Positive working environment” as number five in both before and after with the mean of 3.43 and 3.55 and there was a gain of level of satisfaction by 0.12.

The result of this investigation can be reported that the majority of university staff had an improvement of positive working attitude in terms of decision-making, empowerment, authority, relationship with boss and peers after the personality development training. It also found that staff with positive working attitude from the training often gets work done with less complains and be able to motivate other staff to do the same. Staff with positive working attitude often show high enthusiastic to job assignment and working well with other staff as well as become role model for others. Clearly the benefits of personality development outweigh the cost of money and time.

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