#82 PAPER 115 -
THE RELATIONSHIP BETWEEN PERSONALITY TRAITS, COGNITION AND PERFORMANCE MOTIVATION

Daniela Dumitrua, Mihaela Chraifb
a Academy of Economic Studies, Department for Teacher Training, Bucharest, Romania
b Faculty of Psychology and Educational Sciences, University of Bucharest, Romania

Abstract
The objectives of the present study is to investigate the possible correlations between the personality traits measured with Hexaco-PiR and the visual surface comparation capacity, task execution performance, aspiration level and frustration tolerance. Method: The participants were a number of 34 students, Faculty of Psychology and Educational Sciences, age between 19 and 23 years old, 27 female, 3 male. The instruments were: the AHA test (Schuhfriend, 2012) and the Hexaco-Pi-R personality test Lee & Ashton) adapted on Romanian population. The conclusions underline the importance of personality traits in tasks performance execution, motivation and cognition.

Keywords: aggressive driving behavior, fine motor coordination errors, self-control

1. THEORETICAL FRAMEWORK

Previous studies were interested to investigate the relationship between Personality and Cognition Across Adulthood (Soubelet & Salthouse, 2011), the relationship between higher-order cognition and personality (Ilkowska, 2011) and relationship between personality and motivation (Jude & Ilies, 2002).

Chraif & Dumitru (2015) conducted a study regarding gender differences in order to study the level of wellbeing and quality of life at students, Dumitru & Chraif (2015) were involved in completing a correlative study between the personality factors and pain perception at young students at psychology. Burtăverde (2015) was interested to calculate and analyze the psychometric properties of the Hexaco PI-R on a Romanian sample. In this study the author applied the direct oblimin procedure and highlighted that 24 scales explained 59.93% of total variance.

Burtaverde & Mihăilă (2011) were interested to highlight significant differences between introvert and extrovert reaction time in conflict situations. They find out that extraverts may react better to external stimuli, but they tend to make mistakes in extreme situations. Hakimi, Hejazi & Lavasani (2011) conducted a study on 285 students (191 female and 94 male) using NEO-FFI personality inventory. They find out that “Conscientious, which explained 39 percent of variance in academic achievement, was the most important predictor variable” (Hakimi, Hejazi & Lavasani (2011), page 836). Ibrahim, Che Yusof, Abd Razak, Norshahidi, (2014) completed aA meta-analysis regarding the relationship between big five personality traits and the academic achievement at students. The authors find out that Conscientiousness is the best dimension highly correlate to Academic Achievement.

2. OBJECTIVES AND HYPOTHESES

2.1. Objectives

The objective is highlighting the relationship between the personality traits and the visual surface comparing capacity, task execution performance, aspiration level and frustration tolerance.

* Corresponding author. E-mail address: dananita2001@yahoo.com
2.2. Hypotheses

There are statistically significant correlation between the personality traits measured with Hexaco-PiR and the visual surface comparing capacity.

There are statistically significant correlation between the personality traits measured with Hexaco-PiR and the task execution performance.

There are statistically significant correlation between the personality traits measured with Hexaco-PiR and the aspiration level.

There are statistically significant correlation between the personality traits measured with Hexaco-PiR and the frustration tolerance.

3. METHOD

3.1. Participants

The participants were 34 undergraduate students, age between 19 and 24 years old (Mean=21.34; SD=0.73), rural and urban areas, Faculty of Psychology and Educational Sciences, University of Bucharest. At the beginning there were randomly selected a number of 45 participants but after starting the examination procedure a number of 11 participants showed the intention to leave out the study and we accepted their choices reducing the number of the participants.

3.2. Instruments

Hexaco-PI-R (Lee & Ashton, 2004) adapted on Romanian population. The instrument has the following major dimensions: Emotionality, Extraversion, Agreeableness (versus Anger), Conscientiousness, Openness to Experience. There are a number of 24 dimensions as follows: Honesty-Humility, Sincerity, Fairness, Greed-Avoidance, Modesty, Emotional, Fearfulness, Anxiety, Dependence, Sentimentality, Extraversion, Social Self-Esteem, Social Boldness, Sociability, Liveliness, Forgiveness, Gentleness, Flexibility, Patience, Conscientiousness, Autonomy, Control, Personal Growth, positive relationship, the purpose of life, Self-acceptance, Organization, Diligence, Perfectionism, Prudence, and Openness to Experience, Aesthetic Appreciation, Inquisitiveness, Creativity, Unconventionality and Altruism. The psychometric proprieties on the Romanian sample were analyzed by Burtăverde (2015).

AHA test from Vienna Test System (Schuhfried, 2012), has the following dimensions:
1) Comparison of surface variables: exactness, decision versus impulsivity reflexivity;
2) Encoding symbols have the following variables: performance, level of aspiration, frustration tolerance;
3) Differentiation figure is in addition: motivation for performance.

![Figure 1. Sample visual item from AHA test. Comparison of surface dimension (Schuhfried, 2012; Chraif, 2013, page 86)](image)

In figure 2 can be seen an sample item from the Encoding symbols dimension, AHA test.
In figure 3 can be seen an example item from the dimension Differentiation figure. The main task does not represent the differentiation of the figure but the motivation for performance. This level has no time to run for the task. Hence, the participants spent as much as they consider to complete the task. Higher is the time completing the task higher is the motivation for performance and finally can highlight the workaholic tendencies.

4. RESULTS

The data were computed using SPSS 15 statistical program. First of all there were analyzed the distribution of the data for the variables: Emotionality, Extraversion, Agreeableness (versus Anger), Conscientiousness, Openness to Experience. There are a number of 24 dimensions as follows: Honesty-Humility, Sincerity, Fairness, Greed-Avoidance, Modesty, Emotionality, Fearfulness, Anxiety, Dependence, Sentimentality, Extraversion, Social Self-Esteem, Social Boldness, Sociability, Liveliness, Forgiveness, Gentleness, Flexibility, Patience, Conscientiousness, Autonomy, Control, Personal Growth, positive relationship, the purpose of life, Self-acceptance, Organization, Diligence, Perfectionism, Prudence, and Openness to Experience. The results confirmed that the data distributions for all the variables are normally distributed (p>.05). Hence, in order to test the hypotheses the Pearson bivariate correlation coefficient was calculated for each possible bivariate correlation.

There are statistically significant negative correlations between the variables: performance and dependence (r= -.415; p<0.05), performance and sentimentality (r= -.397; p<0.05), impulsive from AHA and inquisitiveness (r= -.366; p<0.05), time performance second dimension from AHA and unconventionality (r= -.478; p<0.01), time performance second dimension from AHA and openness (r= -.447; p<0.01), discrepancy second dimension from AHA and prudence (r= -.37; p<0.01).
There are positive statistically significant correlations between variables: frustration tolerance from AHA and dependence \((r=0.36; p<0.05)\), aspiration level from AHA and prudence \((r=0.48; p<0.05)\), aspiration level from AHA and consciousness \((r=0.48; p<0.05)\), frustration tolerance and creativity \((r=0.35; p<0.05)\).

![Figure 4 Scatter plot showing the bivariate correlation between the variables: aspiration level and prudence](image)

5. CONCLUSIONS

Analyzing the results only few hypotheses had been confirmed regarding the statistically significant bivariate correlations between the variables: performance and dependence \((r=-0.415; p<0.05)\), performance and sentimentality \((r=-0.397; p<0.05)\), impulsive and inquisitiveness \((r=-0.366; p<0.05)\), time performance and unconventionality \((r=-0.478; p<0.01)\), time performance and openness \((r=-0.447; p<0.01)\), discrepancy and prudence \((r=-0.37; p<0.01)\), frustration tolerance and dependence \((r=0.36; p<0.05)\), aspiration level and prudence \((r=0.48; p<0.05)\), aspiration level and consciousness \((r=0.48; p<0.05)\), frustration tolerance and creativity \((r=0.35; p<0.05)\). What it is important to underline is that AHA test is a task performance test and Hexaco PI-R is a self-report personality test paper pencil. The accuracy in measurements is higher for the AHA test that consist in completing tasks than completing a questionnaire self-report. Nevertheless, there were confirmed some hypotheses having psychological relevance of the results as correlations between the variables of the mentioned tests. Further studies should be continued based on larger samples and different selection criteria as age, level of education.

6. REFERENCES


