

Age And Employment Status As Determinants Of Openness In Women Of Himachal Pradesh

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Abstract:

The Present Study Aimed To Examine The Influence Of **Age** And **Employment Status** On **Openness** Among Women Using A Two-Way Analysis Of Variance (ANOVA). The Sample Was Categorized Based On Two Factors: Status (Working And Non-Working Women) And Age (<35 Years And ≥ 35 Years). The Results Revealed That The Main Effects Of Both Status And Age Were Statistically Insignificant, With F-Ratios Of 0.30 And 0.008 Respectively, Indicating That Neither Employment Status Nor Age Alone Had A Meaningful Effect On Openness. However, The Interaction Effect Between Status And Age Was Found To Be Significant ($F = 6.34, P < 0.05$), Suggesting That The Impact Of Employment Status On Openness Varies Across Age Groups. The Findings Imply That While Individual Factors Such As Age And Employment Do Not Independently Influence Openness, Their **Combined Effect Plays An Important Role** In Shaping This Personality Trait. The Study Highlights The Dynamic Nature Of Openness, Which May Be Influenced By The Interaction Of Social And Developmental Factors Across Different Life Stages.

Keywords: Age, Working Status, Openness To Experience, Employment Status (Working And Non-Working), Education Level, And District Shimla.

INTRODUCTION

Personality Is One Of The Most Enduring Aspects Of Human Behavior, Influencing How Individuals Perceive The World, Make Decisions, And Interact With Others. It Reflects Consistent Patterns Of Thinking, Feeling, And Behaving That Make Each Person Unique. Among The Big Five Personality Traits—Openness To Experience, Conscientiousness, Extraversion, Agreeableness, And Neuroticism—**Openness** Is Particularly Important, As It Determines Creativity, Curiosity, Imagination, And Willingness To Embrace New Experiences. Individuals High In Openness Tend To Explore New Ideas And Adapt Easily To Change, While Those Low In Openness Often Prefer Familiarity, Routine, And Tradition.

Age Is A Key Factor Influencing Personality Traits Across The Lifespan. Research Suggests That Openness May Decline With Age Due To Cognitive Rigidity Or Increase As Individuals Gain Diverse Experiences And Broaden Their Perspectives. The Direction Of Change Depends On Personal Experiences, Responsibilities, And Opportunities At Different Life Stages.

Employment Status Also Plays A Significant Role In Shaping Openness. Working Women, Especially In Dynamic Professional Environments, Are Exposed To New Ideas, Challenges, And Social Interactions, Which Can Enhance Adaptability And Openness. Non-Working Women, In Contrast, May Have More Stable Or Repetitive Routines, But Home-Based Responsibilities And Emotional Labor Can Also Foster Openness In Different Ways.

Understanding How **Age And Employment Status Jointly Influence Openness** Is Essential For Gaining Insight Into Women's Psychological Growth, Adaptability, And Role Development. In Modern Society, Where Women's Social And Occupational Roles Are Evolving, Studying These Factors Can Provide Valuable Insights For Personality Research, Workplace Psychology, And Women's Studies.

Therefore, The Present Study Aims To Investigate The **Effects Of Age And Employment Status On Openness Among Women**, Comparing Working And Non-Working Women Across Different Age Groups. The Findings Are Expected To Illuminate How Life Experiences And Social Roles Contribute To Personality Development In Women.

REVIEW OF RELATED LITERATURE

INTERNATIONAL STUDIES

Research From Various Countries Demonstrates That **Age And Employment Status** Significantly Influence Openness. **Esposito, Mendolia, Scicchitano, And Tealdi (2024)** Found That Women With Higher Openness Reported Greater Adaptability And Satisfaction In Flexible Work Environments, Suggesting That Professional Engagement Nurtures Openness Through Exposure To Diverse Experiences. **Nishita Et Al. (2019)** Observed That Openness Protects Against Cognitive Decline In Middle-Aged And Older Adults, Indicating That Lifelong Learning And Curiosity Help Sustain Mental Flexibility.

Specht, Egloff, And Schmukle (2011) Reported That Openness Tends To Decline Slightly With Age, Although Major Life Transitions Like Career Changes Or Retirement Can Modify This Trend. **Roberts, Wood, And Caspi (2008)** Found That Personality Traits, Including Openness, Show Mean-Level Changes Across Adulthood Influenced By Social And Occupational Roles. Earlier, **Helson And Wink (1992)** Demonstrated That Women's Openness Can Increase During Middle Adulthood As They Reassess Life Goals And Personal Identities. Collectively, These Studies Show That Openness Evolves With Age And Life Experience, And Active Participation In Professional Environments Helps Maintain It.

NATIONAL STUDIES

Indian Research Reveals Similar Patterns, With Added Emphasis On Cultural And Social Contexts. **Kumar And Priya (2022)** Reported That Working Women Scored Higher On Openness And Extraversion Than Non-Working Women Due To Greater Workplace Exposure. **Singh And Kaur (2020)** Found That Younger Women Were More Open To New Ideas Than Older Women, Indicating Age-Related Differences In Openness. **Rani And Sharma (2018)** And **Mehta And Joshi (2016)** Noted That

Working Women Demonstrate Greater Openness And Confidence, While Non-Working Women Express Openness Mainly Through Domestic Or Emotional Creativity.

Earlier, **Das And Bhatnagar (2014)** And **Gulati And Verma (2012)** Emphasized That Employment Enhances Openness By Providing Autonomy And Decision-Making Opportunities, Whereas Traditional Gender Roles May Limit Openness Among Homemakers. These Studies Indicate That Both **Age And Employment** Shape Openness, With Professional Engagement Promoting Greater Intellectual Flexibility And Adaptability.

Overall, International Studies Focus On Developmental And Cognitive Aspects Of Openness, While National Studies Highlight Socio-Cultural Influences. Both Streams Show That **Working Women Generally Exhibit Higher Openness** Due To Professional And Social Exposure, Whereas Non-Working Women's Openness Is More Influenced By Family And Cultural Contexts. These Findings Support The Need To Examine **Age And Employment Status Together** As Determinants Of Openness In Women, As They Interact To Shape Personality Development And Adaptability Across Life Stages.

OBJECTIVES OF STUDY

1. To Examine The Effect Of **Age** On The Openness Component Of Personality Among Women.
2. To Study The Effect Of **Employment Status** (Working Vs Non-Working) On Openness In Women.
3. To Compare The Combined Influence Of **Age And Employment Status** On Women's Openness.

HYPOTHESES

H₀₁: There Is No Significant Effect Of **Age** On The Openness Component Of Personality Among Women.

H₀₂: There Is No Significant Effect Of **Employment Status** (Working Vs Non-Working) On Openness In Women.

H₀₃: There Is No Significant Combined Effect Of **Age And Employment Status** On Women's Openness.

METHODOLOGY

Research Design:

- **Type Of Study:** Descriptive Study.
- **Sampling Method:** Random Sampling.
- **Data Collection:** Online Survey (Google Form).

Sampling Strategy:

- **Population:** Women Under Age 19-70 Years From Shimla District.
- **Sample Size:** 100 Working And Non- Working Women.

Sample Distribution:

Sample Of Women Status	Age		Total
	19-35	36-70	
Working Women	25	25	50
Non-Working Women	25	25	50
Total	50	50	100

Data Collection Methods:

- **Questionnaire:**

Neo-Five Factor Inventory Personality Test Mecrae & Paul T. Costa Dr. Meenakshi Arora (2005).

Variables And Measures:

Dependent Variable:

- **Openness To Experience** – The Personality Trait Being Measured, Reflecting Creativity, Curiosity, Imagination, And Receptiveness To New Ideas.

Independent Variables:

- **Age** – Categorized Into Groups..
- **Employment Status** – Working Women Vs Non-Working Women.

Data Analysis:

- **Quantitative Analysis:**
 - Descriptive Statistics (Mean, Standard Deviation) For Demographic Variables And Computer Attitude.
 - Inferential Statistics ANOVA To Examine Relationships Between Variables.

Ethical Considerations:

- Informed Consent From Participants (Students And Possibly Parents/Guardians For Minors).
- Confidentiality And Anonymity Of Responses.
- Ethical Approval From Families.

DATA ANALYSIS

1.1 Effect Of Age And Status On Openness Component Of Personality Traits Among Women

To Study The Main And Interactional Effects Of Status (A) I.E. Working And Non -Working Women And Age (B) I.E. < 35 And ≥ 35 On The Personality Traits Of Women , 2x2 ANOVA Was Applied. The Mean And Standard Deviations At Different Levels Are Given In Table 2 As Under:

TABLE 2

Mean And Standard Deviation On Openness Component Of Personality Traits Of Working And Non- Working Women At Different Age Levels

Status (A)	Measures	Age (B)		Mean
		(B1) <35	(B2) ≥35	
Working Women (A1)	M	41.3	41.26	41.28
Non-Working Women (A2)	M	41.28	41.30	41.29
Mean		41.29	41.28	82.57

The Data Presented In The Two-Way Classification Table Indicate That There Is No Substantial Difference Between Working And Non-Working Women Or Between Younger (<35 Years) And Older (≥35 Years) Women In The Given Measure. The Mean Score For Working Women (41.28) Is Nearly Identical To That Of Non-Working Women (41.29), Suggesting That Employment Status Has No Noticeable Effect On The Variable Under Study. Similarly, The Mean Scores For Younger (41.29) And Older (41.28) Women Are Almost The Same, Showing That Age Does Not Significantly Influence The Results. The Interaction Between Age And Status Is Also Negligible, As The Mean Values Across All Combinations Vary Only Slightly. Hence, It May Be Concluded That Both Age And Employment Status Do Not Produce Any Significant Variation In The Measured Attribute.

The Complete Summary Of Analysis Of Variance Is Given In Table 3 As Under:

Sources Of Variance	Sum Of Squares	Df	Mean Squares	F-Ratio
Status(A)	0.64	1	0.64	0.30
Age (B)	0.16	1	0.16	0.008
Status X Age (Axb)	134.56	1	134.56	6.34
Within	2036.40	96	21.21	
Total	2171.76	96		

*0.05 Level Of Significance With Df 96 = 3.94

**0.01 Level Of Significance With Df 96 = 6.90

EFFECT OF STATUS (A)

The Analysis Of Variance For Status Shows An F-Ratio Of **0.30**, Which Is Much Lower Than The Critical F-Value At The 0.05 Level. This Indicates That The Difference Between **Working And Non-Working Women** Is **Not Statistically Significant**. Therefore, Employment Status Does Not Have A Meaningful Effect On The Measured Variable, And Both Groups Show Almost Similar Mean Scores.

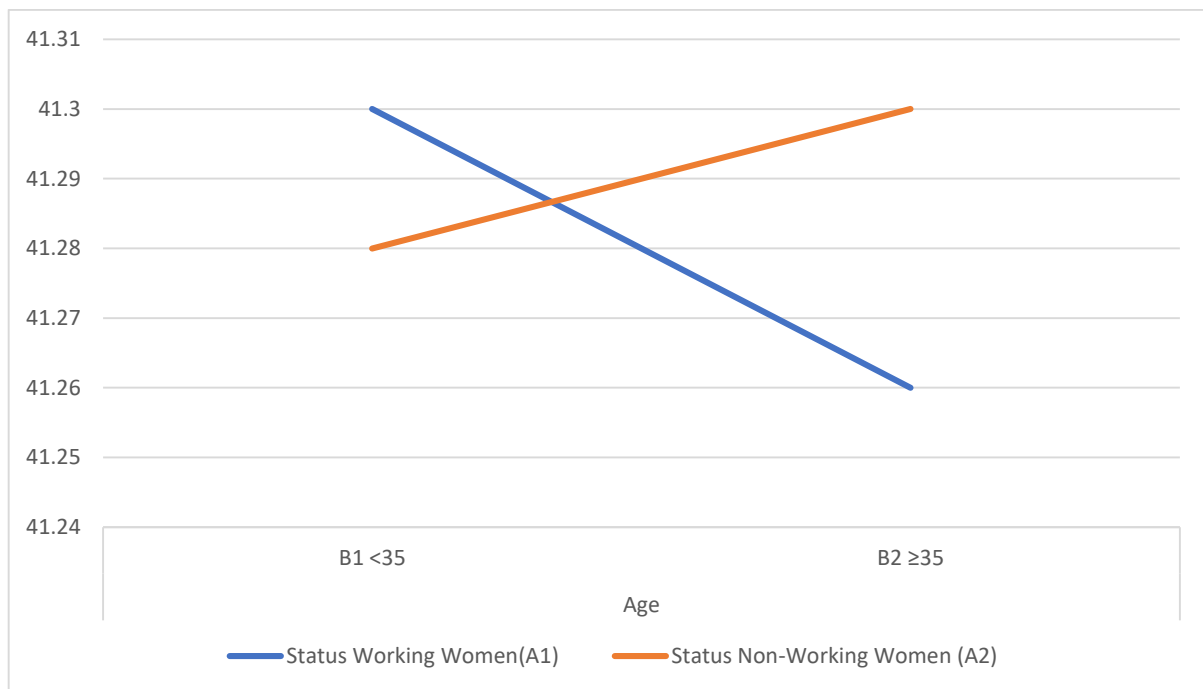
EFFECT OF AGE (B)

The Obtained F-Ratio For Age Is **0.008**, Which Is Negligible And Far Below The Level Of Statistical Significance. This Means That There Is **No Significant Difference** Between **Women Below 35 Years** And **Those Aged 35 Years Or Above** On The Measured Attribute. Hence, Age Alone Does Not Appear To Influence The Variable Under Consideration.

INTERACTIONAL EFFECT OF STATUS $\times$ AGE (A $\times$ B)

The Interaction Between Status And Age Yields An F-Ratio Of **6.34**, Which Is **Significant At The 0.05 Level**. This Finding Suggests That The Effect Of Employment Status Varies According To The Age Of The Women. In Other Words, The Relationship Between Working Status And The Measured Variable Changes Across Age Groups, Indicating That **The Combined Influence Of Status And Age Is Significant**, Even Though Their Individual Effects Are Not.

Figure1 : Interactional Effect (Age And Status)



RESULTS AND CONCLUSIONS

The Results Of The Two-Way ANOVA Show That The Main Effects Of Both **Status** And **Age** Are Statistically Insignificant. The F-Ratio For Status (A) Was **0.30**, Indicating No Meaningful Difference Between Working And Non-Working Women. Similarly, The F-Ratio For Age (B) Was **0.008**, Suggesting No Significant Difference Between Women Below 35 Years And Those Aged 35 Years Or Above. However, The **Interactional Effect** Between Status And Age (A×B) Was Found To Be **Significant** With An F-Ratio Of **6.34**, Which Exceeds The Critical Value At The 0.05 Level. This Implies That The Effect Of Employment Status On The Measured Variable Depends On The Age Group Of The Women.

CONCLUSION

It May Be Concluded That Neither **Status** Nor **Age** Independently Influences The Measured Variable. However, Their **Combined Effect Is Significant**, Indicating That The Relationship Between Employment Status And The Variable Under Study Varies With Age. Thus, The Interaction Between Status And Age Plays An Important Role In Determining The Outcome, Even Though The Individual Factors Do Not Show A Significant Impact.

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