

Dimension of Psychoticism Personality among Leader And The Impact towards Self-Esteem of Employee through the Perspective of Emotional Management in Organization

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Abstract. This concept paper discusses about the dimensions of psychoticism personality among leaders and their impact on self-esteem of employees through the perspective of emotional management in organization which is one of the elements found in emotional intelligence aspect. This discussion will be seen in terms of conceptual framework psychoticism personality, self-esteem and emotional management; impact, challenges and outlooks. In this discussion, centered are on characteristics of a leader's psychoticism personality traits based on the theory of Hans Eysenck's and the impact of self-esteem among employees who then illustrated by the perspective based of emotional management. This discussion is a result of exploration efforts to create robustness and quality of human capital in the organization when the leader is as an important role in building a culture, climate and a new spirit in work to more positively and be consistent.

Keywords: Psychoticism, Self-Esteem, Emotion Management, Organization

1. Background

Human capital or human resources are the most important entity in the organization compared with other sources that involve equipment, materials or procedures. As human beings, too, the human capital is the main driver of the organization and determines success or failure of each vision and the mission of each organization, also as a main man against the backdrop of diverse attitudes and behaviours that are centred on elements of cognitive (mind), affective (feeling) and psychomotor (physical). Human capital management should be in line with emotional and spiritual dimensions which is face of noble values and personality, nor translated into positive behaviour. The question would then arise whether a manager or a leader worthy to be a model in an effort to strengthening human capital through the trait of dynamic personality. Availability of many issues today have showed the existence of bias in the attitude of a leader of an organization that causes many problems exist between the leaders and the workers which is led to conflicts with the prolonged crisis that could eventually threaten the common aspirations. Thus, in this concept paper, the authors will highlight the discussion of the dimensions of psychoticism personality among leaders and the impact towards self-esteem employees through several elements in the emotional management aspect. Leader which has a stable personality can give a significant impact on the level of self-esteem workers also will affect the climate and working environment for the production of quality work that is more focused and based on ethical values and good practices.

2. Purpose of Study

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The purpose of this study is to explore and discuss the influence of leader psychoticism personality from the perspective of emotional management on employee self-esteem at workplace and the way we discuss it is by stress and compress all the point.

3. Conceptual of Self-esteem

How you look yourself and how you look another's? The appreciation or self is part of the elements in the concept of self-esteem where the judge is a part of you. In simple language, self-esteem also means that the extent of an individual is receiving, a love and respects them. Thus, self-esteem have close relationship with the extent of an individual is putting himself in a situation that feels that he is appreciated by others or not. In general, the availability of some models that is detailed in an effort to clarify questions about the aspects and causes the formation of high self-appreciation. Self-esteem has three main models of the affective model, a model of cognitive and sociological models. Self-esteem is also closely linked to elements of self-concept which exists in every individual human being when one sees himself through the subconscious mind self-concept is developed from childhood to become a significant element in the formation of self-esteem adulthood. Abraham Maslow put the needs of their own self-esteem at the fourth level in the hierarchy needs to be fulfilled human life after a level-lower level needs first obtained. The existence of some facts that show the problems arising between the leaders and employees in the workplace so that employees are not motivated and result in low self-esteem (Kenneth, 2010).

4. Conceptual of Personality

Do we know our own personality? How far the personality can influence our life? Every human being has value and the pattern of her own personality. Personality, also known as general it can be construed as a symbol of the personality characteristics of individuals who bring different characteristics to other individual. Personality refers to an individual's psychological development as a whole. Even the personality of an individual is also reflected by tendency to behave in a certain way. It was covering various aspects such as temperament, intelligence, sentiments, attitudes, interests, beliefs, ideals and values. According to Mahmood (1992), personality traits are available on an individual, such as thinking, acting, emotional, and perceived others to enable different from other people. The discovery of psychological researchers on personality characteristics found in humans is too many, for example, Allport (1937) who discovered the human personality trait of 17,953. Some of them such as locus of control, achievement motivation, authoritarianism, machiavellianism and self-esteem are the personality characteristics that affect work behaviors (Ishak, 2004). In short personality is an organization that has the character, temperament, intellectual, physical, thinking, feeling and behavior. From an Islamic perspective, personality is defined as a 'personality or character in general is'. Morals are divided into two types: praiseworthy character or moral misconduct (Shahabudin & Rohizani, 2002). In this case, the interpretation placed on probation, either the inner or outer simultaneously and has a very clear relationship with the heart that the attitude of a man. Moral evil is caused by impurities in the human heart itself. This is consistent with what was spoken by the Prophet which is means;

"In the cavity of the sons of Adam, there is a piece of meat. If the meat is good, then let all his body. If the meat is bad, then his body was evil. Know you that the meat is the heart"

(Hadith narrated Bukhari & Muslim).

4.1 Dimension of Psychoticism Personality According the Theory of Hans Jurgen Eysenck

One of the personality trait that psychologist find in the human personality is called psychoticism. One of them is Hans Jurgen Eysenck. He was known as a leading individual in the modern psychology of personality typology in the 20th century. Eysenck strongly believe that the whole basis of personality traits derived from the seed, in the form of types and traits. He also believes that the behaviour learned from the environment. According to him, the personality is an overall pattern of actual and potential behaviour of organisms, as determined by heredity and environment. Eysenck has found three types of dimensions which are known as extraversion (E), neuroticism (N), and psychoticism (P), better known as PEN. Like

neuroticism, high psychoticism not mean that people are psychotic or natural to be like that, but it only shows part of the common characteristics found in the psychotic and the possibility of a person is more exposed to the environment that can cause it to become psychotic. However, it is possible also to those who have the personality to be exposed to the psychotic failure continues to be controlled from more chronic. Each type in the dimensions obtained by the Eysenck Personality is a collection of nine traits, until it has a total of 27 traits. Traits of psychoticism are: aggressive, cold, egocentric, impersonal, impulsivity (impulsive), antisocial, no empathy (unempathy), hard hearts (tough-minded). Overall, by the analysis of Eysenck, three-dimensional character is a 75% hereditary and only 25% are caused by the environment. Special focus in the discussion of this concept paper is to trace the impact of personality traits that have psychoticism among the leaders towards employee's self-esteem in the workplace through the perspective of emotional management.

5. Conceptual of Emotional Management

Emotional management is one of the main elements in emotional intelligence (EQ) which is allocated at the last stage in the EQ model by Four Branch Model of Mayer & Salovey (1990). The process at this stage refers to the ability of individuals to control and manage their emotions and others. When managing their own feelings, they should monitor, differentiate, and label our feelings exactly. Some people certainly have more or less effective in helping another person to deal with emotions. For example, some individuals often know things that ought to say, to motivate colleagues and to provide inspiration to others. At this situation, ability to control themselves and manage themselves should be considered. Things are quite important to ensure that decisions and actions made based on emotion and logic in order to get results. Discussed below is on the basis of the Four Branch Model of Mayer & Salovey (1990) and the association which is show that the emotional management is one of those parts.

- Identifying Emotions
- Using Emotions
- Understanding Emotions
- Managing Emotions

6. Impact Dimensions of Psychoticism Personality among Leader towards Employee Self-Esteem

This talk will trace some elements of psychoticism personality centred on the leader and the impact on employee's self-esteem in the workplace.

6.1. The Impact of Aggressive Personality

Does your boss aggressive? How far the aggressive of your boss give the effect? Aggressive personality is one of the personality traits that exist in the personality psychoticism. In line with this issue, Baron and Newman (1996) have established a three-factor model of aggression in the workplace is the leader of feelings of hostility, and aggressive policy prevents openly. While Ryan and Oestreich (1991) also provides a model category, such as rough treatment, insulted, ignored, denounce, discredit, did not appreciate, the aggressive control of other people, making threats against workers, shouting, anger, temper and could potentially harm the physical. In fact, several studies on the existence of an aggressive personality among the leaders of the workers in the workplace also see the existence of aggressive behaviour in non-verbal and verbal. Associated with the scenarios in the workplace, aggressive leader who often acts as aggression, often with the employee, tempered and does not respect the workers will lead to employee frustration and low self-esteem is easy to feel at once will affect employee motivation. In exploring these issues, the authors also explore the reality that exists in relation to the scene saw several organizations in the past and present. Bruce & Adam (2007) in their book entitled *'30 Reasons Employees Hate Their Managers'* have written their book with a source-based view of the statistics more than 50,000 employees from 65 organizations through *The*

Discovery Surveys, Inc.'s Normative Database (since 1993). The study found that 46% of employees believe that management treats them with disrespect.

6.2. The Impact of Egocentric Personality

The next dimension is egocentric personality that leads to the question of the leader character is very selfish and always felt that his right until fail to become leaders who can listen to any complaints and feelings of employees. The attitude of the leader of such a situation is certainly easy to invite rejection of support among the workers on the head itself so that it can affect the working climate of harmony in the workplace. Due to the character of leaders who would prefer to just focus on his own circle without considering the employees emotional, mental and potential in question and make a formal decision or determination of the direction task, the employee will ultimately result in less focused and less interested in the job. Certainly this situation also stems from a sense of self-esteem workers have deteriorated over the attitude of leaders who failed to put the employee as a valued employee. The scenario is consistent with the findings statistically by Bruce & Adam (2007) which showed 52% of employees felt free to voice their opinions openly. In fact, 66% of employees were told that management did not want to hear their words and about 67% of respondents also said that the management failed to act on the advice of staff. The study shows that there is a direct nature egocentric character is when the leader does not leave room for employees to express their opinions and feelings about work and working environment, and do not want to take into account the views of workers in decision-making process.

6.3. The Impact of No Empathy Personality

Leader personality was not empathy is the reason to the level of self-esteem of workers could be affected so that it can provide a major impact on the loss of self-respect and lose confidence in them (Abd. Ghani, 2008). Should begin with a sense of empathy to understand the emotional process in which the leader began to think why he and others so emotional. Leader may also be involved in the equality of thinking to reflect the recommendations of the capacity to analyse emotions. These conditions include a dictionary to understand the emotions and attitudes on a combination of emotional, progress and the transition from self to others. Circumstances that indicate the level of empathy plays an important role. Leader should do the simulations he need to try to put himself in others shoes to understand their emotions. In short, leaders who have high empathy are the ability to understand complex emotions and emotional chains and how the emotion is changed at every level. The need for leaders to understand the emotions is also important for employees to communicate emotional meaning. If the leader is able to understand about the tide, ebb and flow of emotion, the leader should also be able to anticipate what might happen in the future with some reasons.

7. The Influence of Emotional Management towards Self-Esteem of Employee through the Personality of Leader in Organization

The question of the interpretation of emotional management is also looking by emotional intelligence has clearly shown that the existence of elements of cleansing the soul that led to the positive characteristics and values are translated to the personality and should be applied in everyday life that underlies the patterns of life. Together, the efforts to strengthen the emotional intelligence of individuals should not be considered silent because it is the main frame in order to strengthen other aspects of nature and transformed by the behavior and establish a more dominant personality. In this discussion is accounted for dimensions that can help enhance employee self-esteem through the dynamic personality of the leader in the workplace that should be more consistent, compare than psychoticism personality which is more to unstable. Emotional management also includes the ability to manage and control the tremendous emotional when threatened to hurt feelings, whether physical, mental or emotional. Control emotions to create an individual right that can interact and communicate better with others. Positive emotions as a catalyst for positive thoughts and

emotions can be controlled from a more emotional when the mind to think in a more rational. Leader should be able to apply the personality and the best model for its employees living, admire and emulate. The success of the leader emotions that enable employees to handle these problems with more wisdom and parenting dimensions would produce a very dynamic effect but also help enhance employee self-esteem. Every facial expression or body language should be easily understandable for the interactions that are meaningful.

8. Current Challenges and Outlooks

These phenomenon have been exists from time to time, so without us realizing, problems at work that involves the interaction and relationship between leaders and employees is not an issue we can look trivial and is not an isolated issue. In fact it is a string of evidence and the space to the world organization and the industry to do further research efforts in the on-going cover the emotional, mental and physical leaders and workers. Nor should the situation arise, such as 'the storks' a fun one-blame, and if the results are biased to leaders perception toward employees is different from the results of employees' perception toward leaders which is always contra. These issues demonstrate the continuity of the discussion of challenges and expectations that work on the positive and negative dimensions through several findings phenomenon. Among them is the actual scenario of workers who are victims of a leader or an employer fairly brutal causing clinical depression for 41% of victims, referring to a study by Bullybusters.org the online in Benicia, Canada is seeing the reality of abuse in the workplace. The problem of bullying is indeed a sense claimed self-belief, self-confidence and respect among employees who are victims but also provides the physical symptoms of various diseases such as sleep disorders, ulcers, high blood pressure, loss of creativity and probably also suffered post-traumatic stress disorder (Kenneth, 2010). Kenneth (2010) also explained that after 20 years of research and results of 60,000 interviews conducted, then Saratoga Institute* reports that 80% acknowledged the existence of a direct correlation of dissatisfaction in the relationship between the leader of the employee or employer. Referring also review the Gallup Organization about the recent reality of the one million workers, one of the reasons most people leave work was because the employer at the workplace. Along with that, is to be hoped that every leader in the workplace must ensure that the need to their return to assess on their personality and character which should be more positive.

9. Conclusion

For the conclusions, dimensional stability of personality in psychoticism elements that must be more positive through the perspective of emotional intelligence among leaders is to be the main catalysts that can help enhance employee self-esteem thereby increasing the motivation and the quality of their work. Leader also plays an important role to implement the elements of a positive character in the style of leadership to become a habit and can be appreciated by both the employee as a medium to give them a high level of motivation in the dimensions of self-possession of self-esteem. By having the robustness of the emotional and mental aspects, each employee will also have the personality and behaviour that is consistent with the demands of human nature to live harmoniously in all circumstances.

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