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## **Personality Types And Career Choices Of Undergraduates In Rivers State Universities: Implication For National Development**

**OGHAAPHEMUGH JOSEPH**

Department of Educational Psychology, Guidance and Counselling  
Faculty of Education; Ignatius Ajuru University of Education, Port Harcourt.  
08165867543; email: [oghaaphemugh@gmail.com](mailto:oghaaphemugh@gmail.com)

**&**

**PROFESSOR D. C. INKO-TARIAH**

Department of Educational Psychology, Guidance and Counselling  
Faculty of Education; Ignatius Ajuru University of Education, Port Harcourt.

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### **Abstract**

The study examined personality types and career choices of undergraduates in Rivers State Universities. A correlational research design was used for the study. Three research questions and three corresponding null hypotheses were posited to guide the study. The population of the study consisted of 30,000 undergraduates in the two Rivers State owned universities: Rivers State University and Ignatius Ajuru University of Education. A sample size of 700 was determined using Taro Yamane formula, while stratified sampling technique was used to select the sample. Two instruments were used for data collection: The Vocational Interest Inventory (VII) by Bakare (adopted) and an Undergraduate's Personality Type Questionnaire (UPTQ) constructed by the researcher were used as instruments to collect data. The face and content validity of the instruments were ascertained by experts in Measurement and Evaluation in the Department of Educational Psychology, Guidance and Counselling. The Cronbach alpha method was used to determine the reliability coefficient of the instruments. The undergraduate's personality type questionnaire yielded the reliability coefficient indexes: .72, .73 and .86 respectively for the three constructs. While vocational interest inventory yielded reliability indexes of .86, .85 and .90 respectively. Pearson Product Moment Correlation was used to answer the research questions and to test the hypotheses at 0.05 level of significance. Results indicates a significant negative relationship between artistic, enterprising personality types and career choices of undergraduates in Rivers State Universities. Accordingly, it was recommended among others, that university admissions officers should strive to ensure that students are only admitted to programmes in which they have shown an interest.

**Keywords:** Personality Types, Career Choices and National Development

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## Introduction

Career choices of undergraduates is a topic of interest to many in recent years. This may be springing from the understanding that a wrong career choice can result in unemployment. Unemployment is widely recognized as a prime cause of criminality, a significant bane to national development. It is to this end that Munene, et. al. (2020) firmly reiterated that the end result of a wrong career path is a negative impact on self and employer as well as society. The National Bureau of Statistics (2021) reported that 33.3% of Nigerians are unemployed out of which 42.5 are youths. This may not be unconnected to wrong career choice made, as Wong, et. al. (2019) affirmed that inappropriate career choice is one of the main factors affecting graduate employment opportunities. Indeed, the mismatch of potentials and lack of vocational education, among a myriad of other factors, are responsible for the unproductivity of our youths and the unemployment situation in Nigeria.

In the light of the foregoing, it is therefore necessary to examine the career choices of undergraduates in Rivers State Universities to see if they have rightly chosen their careers as this will help to reduce the unemployment rate among future graduates and personality maladjustment, thereby engendering national development. Perhaps it is to this end that Plato in his *The Republic* rightly noted that all things will be produced in superior quantity and quality and with greater ease, when each individual's natural abilities or personality aligns with their occupation. Accordingly, Wong, et. al. (2019) posit that self-awareness, abilities, skills and interests (which are all aspects of personality) increase the advantage in determining proper career choice among students. Furthermore, Gwelo (2019) maintains that personality type is among the crucial factors to be observed thoroughly when choosing a career.

Career choice has been viewed by career psychologists as an inevitable decision that every sane individual would have to make in life, and making this decision rightly ensures a fruitful and happy life while making it wrongly precipitates bitter career experiences, such as low productivity occasioned by career maladjustment as well as unemployment. Nnamdi (2009) advanced that career is a profession or occupation which a person is trained for and pursues as a life work. Thus, the training an individual undertakes towards a profession and also the type of job or work he does in life amount to his career. A career is a means of earning a livelihood. A career often aligns with personal interests, skills, and long-term goals, evolving as one gains education, training, and experience.

Personality, on the other hand, refers to a collection of several behavioral characteristics that go to mark the difference between people. It is the totality of an individual's behavioural characteristics. Personality is the dynamic and organized set of psychological traits and mechanisms within an individual that influences their interactions with the environment, including thoughts, emotions, and behaviors (Larsen & Buss, 2010). The term "personality", is a derivation of the Latin word "persona", referring to mask worn by Greek actors to indicate the role they play on stage. Schultz and Schultz (2015) defined personality as "the unique, relatively enduring internal and external aspects of a person's character that influence behaviour in different situations. Hence, personality can be seen to be the source of a person's enduring behavioural patterns, which distinguish him from others. Being the source of the individual behavioural patterns, it influences one's motives, set of ideas, emotions, beliefs, mode of thinking, problem solving orientation and strategies, flexibility and adaptability for

opting new advances and new concepts (Moorjani et al, 2017). It is in the light of the foregoing that Hussain et al (2012) advance that it is from personality that an individual draws his/her attitude toward career. In fact, Holland (1997) argued that the most important aspect of personality is vocational interest. Therefore, an individual's vocational choice (career choice) indicates his personality type.

Indeed no person is exactly the same as the other, and the problem of individual difference was what prompted psychologists of old to find out whether personalities are of various types – coming up with theories with different classifications of personality types. Kinanee (2020) explained that a type refers to a class of individuals who share a common collection of characteristics or features. Holland (1997) categorizes people into six personality types thus: realistic, investigative, artistic, social, enterprising and conventional. However, the study shall be limited to artistic, social and enterprising.

The artistic personality type are individual often called “creators”. The individuals with this personality type have high taste for beauty; they are inclined to creative activities and love working in free environments. They are imaginative, creative, intuitive, introspective, self-expressive, courageous, and innovative. Hence, they do well in art: creative writing, fine art, fashion designing, interior designing, dancing, music, crafts, drama, and catering.

The social personality type are individuals often called “helpers” as they enjoy being involved in the welfare of other people. They are cheerful, empathetic, easy-going, friendly, helpful, and generous. They do well in counselling psychology, medicine, nursing, social welfare, sociology, and teaching.

The enterprising personality type are individuals fondly called “persuaders” as they are seen to possess verbal skills with which they influence others and also obtain power and status. They are persuasive, extroverted, adventurous, ambitious, enthusiastic and energetic, and love leading others. Hence, they thrive in work environments such as business, public administration, international relations, political science, leadership, mass communication, advertisement management, law, preaching, public relations, and even teaching.

Personality has been identified to play an important role in the choosing of a right career. In fact, Hussain et. al. (2012) hold forth that career success is highly dependent on the compatibility between personality of the incumbent and the job trait requirements. More so career psychology has long held that personality is a critical component of effective career choice and career success, as it is from personality that an individual draws his attitude towards career. Several studies have found personality types to be predictive of students' choice of career as presented by Holland. This present study seeks to confirm this among undergraduates in Rivers State universities.

### **Statement of Problem**

Career choice is considered as one of most salient constructs in career development and quality living. Career choice is inextricably connected to academic stability and self-efficacy. And personality has been identified to increase the advantage in determining proper career choice. It is regrettably, observed that a good number of students jump into careers that seem to have high social prestige (like medicine, law, engineering, banking and finance) to mention a few instead of those that fit their personality types. Similarly, some just take up any career just to be known as graduates,

while others just want to make a living through any career. More so, parents and peer influence have also been observed to determine the career choices of undergraduates. All down playing the place of personality.

In a similar development, institutions of higher learning sometimes offer admission to students in courses outside their chosen option. This, indeed, is worrisome as choosing a career that is not in congruence with one's personality type could result to myriad of unpleasant experiences such as academic difficulty, inability to harness innate potentials, unhappiness in life, career maladjustment and above all unemployment.

It is in view of the above that this study seeks to objectively investigate the extent at which personality type relates to career choice of undergraduates in Rivers State Universities.

### **Aim and Objectives**

The aim of this study is to find out if the personality types of undergraduates in Rivers State universities relate to their career choices. To this end, the study will specifically investigate:

1. The extent artistic personality type relates to career choice of undergraduates in Rivers State universities.
2. The extent social personality type relates to career choice of undergraduates in Rivers State universities.
3. The extent enterprising personality type relates to career choice of undergraduates in Rivers State universities.

### **Research Questions**

The following research questions guided the study:

1. To what extent does artistic personality type relate to career choice of undergraduates in Rivers State universities?
2. To what extent does social personality type relate to career choice of undergraduates in Rivers State universities?
3. To what extent does enterprising personality type relate to career choice of undergraduates in Rivers State universities?

### **Hypotheses**

The under-listed hypotheses were tested at 0.05 level of significance.

1. Artistic personality type does not significantly relate to career choice of undergraduates in Rivers State universities.
2. Social personality type does not significantly relate to career choice of undergraduates in Rivers State universities.
3. Enterprising personality type does not significantly relate to career choice of undergraduates in Rivers State universities.

## Methodology

A correlational research design was used in this study. Correlational studies are used to determine relationships among variables. The population of the study consisted of undergraduates in the two Rivers State owned universities: Rivers State University and Ignatius Ajuru University of Education. Therefore, population of the study is 30,000 (Registry Office, IAUE; RSU Registry Office). A sample size of 600 (300 participants from each of the institution) were randomly selected using stratified sampling technique. Two instruments were used for data collection. Namely: The Vocational Interest Inventory (VII) by Bakare (1977) (adapted) and an Undergraduate's Personality Type Questionnaire (SPTQ) constructed by the researcher. The content and face validity of the two instruments were ascertained by the researcher's supervisor who is also an expert in psychometrics and two other lecturers in the department of Educational Psychology, Guidance and Counselling. A group of 20 students not part of the actual study area was used for testing the reliability of the two instruments using Cronbach alpha method. The Cronbach alpha method was used to determine the reliability coefficient of the questionnaire. The undergraduate's personality type questionnaire yielded the reliability coefficient indexes of .72, .73, and .86 respectively for the three constructs. While vocational interest inventory yielded reliability indexes of .86, .85, and .90 respectively. This is an indication that the instruments for the study were reliable. The researcher employed both online (email) and physical (face to face) media for data collection. Pearson Product Moment Correlation was used to answer the research question and to test the hypotheses at 0.05 level of significance.

## Results

**Research Question One:** To what extent does investigative personality type relate to career choice of undergraduates in Rivers State Universities?

**Hypothesis One:** Artistic personality type does not significantly relate to career choice of undergraduates in Rivers State Universities.

The responses of undergraduates in Rivers State Universities on the relationship between artistic personality type and career choice of undergraduates in Rivers state universities were subjected to Pearson Product Moment Correlation Method with the aid of the Statistical Package for Social Sciences (SPSS).

**Table 1: Relationship between artistic personality type and career choice among undergraduates in Rivers State universities.**

		Correlations	
		Artistic Personality Type	Career Choice among Undergraduates
Artistic Personality Type	Pearson Correlation	1	-0.69**
	Sig. (2-tailed)		0.03
	N	600	600
Career Choice among Undergraduates	Pearson Correlation	-0.69**	1
	Sig. (2-tailed)	0.03	
	N	600	600

\*\* . Correlation is significant at the 0.05 level (2-tailed).

Table 1 reveals that the relationship between artistic personality type and career choice among undergraduates in Rivers State universities is -0.69. This result shows that there is a strong negative relationship between artistic personality type and career choice among undergraduates in Rivers State universities.

Table 1 indicates that the relationship between artistic personality type and career choice among undergraduates in Rivers State universities is at 0.05 level of significance. The result of the null hypothesis is rejected. This is because the p-value (0.03) is less than the level of significance (0.05). The result of the null hypothesis is that there is a significant relationships between artistic personality type and career choice among undergraduates in Rivers State universities.

**Research Question Two:** To what extent does social personality type relate to career choice of undergraduates in Rivers State universities?

**Hypothesis Two:** Social personality type does not significantly relate to career choice of undergraduates in Rivers State universities.

The responses of undergraduates in Rivers State Universities was subjected to Pearson Product Moment Correlation Method with the aid of the Statistical Package for Social Sciences (SPSS).

**Table 2: Relationship between social personality type and career choice of undergraduates in Rivers State Universities.**

		<b>Correlations</b>	
		Social personality type	career choice of undergraduates
Social personality type	Pearson Correlation	1	-0.84**
	Sig. (2-tailed)		0.00
	N	600	600
Career choice of undergraduates	Pearson Correlation	-0.84**	1
	Sig. (2-tailed)	0.00	
	N	600	600

\*\* . Correlation is significant at the 0.05 level (2-tailed).

**Table 3: Relationship between enterprising personality type and career choice of undergraduates in Rivers State Universities.**

		<b>Correlations</b>	
		Enterprising personality type	Career choice of undergraduates
Enterprising personality type	Pearson Correlation	1	-0.07**
	Sig. (2-tailed)		0.00
	N	600	400

Career choice of undergraduates	Pearson Correlation	-0.07**	1
	Sig. (2-tailed)	0.00	
	N	600	600

\*\* . Correlation is significant at the 0.05 level (2-tailed).

Table 3 reveals that the relationship between enterprising personality type and career choice of undergraduates in Rivers State Universities is -0.07. This result shows that there is low negative relationship between enterprising personality type and career choice of undergraduates. This result shows that as scores on

Table 3 indicates that the relationship between enterprising personality type and career choice of undergraduates in Rivers State Universities is significant at 0.05 level of significance. The result of the null hypothesis is rejected. This is because the p-value (0.00) is less than the level of significance (0.05). The result of the null hypothesis is that there is a significant relationship between enterprising personality type and career choice of undergraduates in Rivers State Universities.

## Discussion of Findings

### Artistic personality type and career choice of undergraduates

Researchers found a somewhat unfavorable, but statistically significant, correlation between the creative personality type of students at Rivers State Universities and their profession choices in study question three. Contrary to the findings of Liridona and Dashamir (2017), who found a correlation between creative personality and employment choice, our study found no such correlation. This may be due to the fact that many students are still unaware of the importance of their personality type in deciding on a professional path.

### Social personality type and career choice of undergraduates

It was shown that students at Rivers State University's Rivers State University's Rivers State University had an unfavourable but strong negative and substantial association between their social personality type and their profession choices. Both of these findings support Kemboi et al (2016), who revealed a strong link between students' type of social personality and their profession choice. This may be due to the fact that the environment encourages greater social activity.

### Enterprising personality type and career choice of undergraduates

The response to study question three and the testing of the accompanying hypothesis showed that the profession choices of undergraduates at Rivers State Universities are somewhat negatively and significantly associated with the enterprising personality type. According to Usslepp et al (2020), there is a strong correlation between a person's innovative personality type and his or her profession choices. This may be due to the fact that society puts a high value on entrepreneurial-related jobs.

## Conclusion

There is a substantial negative correlation between student job choices at Rivers State Universities and artistic, and enterprising personality types according to this study's empirical findings. There was a favorable correlation between sociable personality types among Rivers state university students and their profession choices. In addition, this is the first study, according to the researcher, to look at the link between students' personality types and their profession choices at Rivers State Universities.

## Implication for National Development

Understanding and leveraging the relationship between personality types and career choices among undergraduates in Rivers State universities can have profound implications for national development. Some of which are:

1. **Reduction in Unemployment and Underemployment:** When students choose careers that match their personality types, they are more likely to remain in their chosen fields and excel. This can lead to a decrease in unemployment and underemployment rates, as graduates are better prepared and more motivated to pursue relevant opportunities.
2. **Enhanced Educational Outcomes:** Universities can tailor their educational programmes and career counselling services to better meet the needs of students based on their personality types. This personalized approach can improve educational outcomes, reduce dropout rates, and ensure that students are well-prepared for their future careers.
3. **Improved Mental Health and Well-being:** Career choices aligned with personality types can enhance the mental health and well-being of graduates. When individuals work in environments that suit their personality, they experience less stress and greater job satisfaction. This, in turn, can lead to a healthier, more productive workforce.
4. **Policy Formulation and Implementation:** Insights into the relationship between personality types and career choices can inform policymakers in designing educational policies that foster a supportive environment for all personality types. This can include creating diverse learning environments, offering a variety of career paths, and providing adequate career guidance and counseling services.
5. **Increased Innovation and Creativity:** Different personality types bring diverse perspectives and approaches to problem-solving. By encouraging career paths that align with personality types, there can be an increase in innovation and creativity within various industries, driving national development forward.
6. **Socio-economic Stability:** When individuals are employed in careers that suit their personality, they are more likely to experience job satisfaction and economic stability. This stability can reduce social issues related to unemployment and underemployment, contributing to overall socio-economic stability.
7. **Sustainable Development:** Aligning career choices with personality types supports sustainable development by ensuring that human resources are utilized efficiently and effectively. This approach helps in building a resilient and adaptive workforce capable of meeting future challenges and contributing to long-term national development goals.

## Recommendations

Based on the results of the study, the following recommendations are made:

1. For undergraduates, it is critical that they pay close attention to their unique personality traits and how they align with their intended future paths.
2. Rivers State Universities' admissions officials should strive to ensure that students are only admitted to programmes in which they have shown an interest.

3. Instead than picking the same job path for their children, parents can help them choose one that best matches their personality type.

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