Autotelic Personality and Work Place in Banks

Sayed Abbas1,**Sana ul hai**2, **Farah sultana**3

1 Student, Department of Applied Psychology, Government College University,
Faisalabad, Pakistan. abbas.fakhri51472@gmail.com

2 Student, Department of Applied Psychology, Government College University,
Faisalabad, Pakistan. Email: Sanaulhairazaa@gmail.com

3 Student, Department of Applied Psychology, Government College University,
Faisalabad, Pakistan.

Abstract

Autotelic character depicts inside driven individuals with a propensity to take part in an action for the good of its own. Those with autotelic characters' experience less pressure in the domain of stream than beyond it. This article will be a study on bank officers' autotelic personalities "how autotelic personality change in workplace?" and how bank officers' personality traits are effect by the flow of the workplace. In this two types of scales are used. One is for the measure of "autotelic personality" and the other is "components of flow experience." These types of scales are already used for Autotelic personality and workplace [1]. Total of 36 items are included in this questionnaire, 26 items in the autotelic personality scale and 10 items in components of flow experience. 300 Participants are included in this research.

INTRODUCTION

The study aims to find out how the banker's autotelic personality effect banks where they work. How do they work in different conditions like during workload? How did they feel during working hours? What did they think about work? Motivation level in bankers during work? Their curiosity or interest in work? Their enjoyment level during work or for completing a work task? Their ability to do work continuously? What & how do Autotelic personality attributes relate to the workplace flow? Is there any difference in autotelic personality due to gender differences?

Csikszentmihalyi Concept of an Autotelic Personality

General Idea

Stream is a condition of natural inspiration wherein an individual is completely submerged in how the person in question is doing the purpose of the actual action [2]. It is portrayed by a converging of activity and mindfulness, feeling of control, high fixation, loss of hesitance, and change of time [2]. Despite the fact that stream research has so far been principally worried about stream as a persuasive state, Csikszentmihalyi and partners likewise recommended the possibility of an autotelic character: Autotelic characters will generally situate themselves in circumstances which empower continuous encounters of stream states. They have a more prominent ability to start, maintain, and appreciate such ideal encounters.

Csikszentmihalyi idea of autotelic character is gotten from his stream model. As per his unique model [2] stream is capable when an entertainer sees a harmony between the test of an action and their own abilities. In the reexamined model, it was recommended

that stream is capable when the two difficulties and abilities are high. Most stream examination to date has begun from these presumptions and functionally characterized stream as encounters of equilibrium. As of late have scientists started to gauge and tentatively control difficulties and abilities independently and to test their connection to stream insight [3]. Csikszentmihalyi meaning of an autotelic character was directed by a similar equilibrium suspicion: Autotelic characters have a more noteworthy capacity to deal with the many-sided balance between the play of challenge finding and crafted by expertise building.

As per Csikszentmihalyi, challenge finding and ability building are upheld by various, at times in any event, contradicting qualities or cycles which are all the while present in autotelic characters: unadulterated interest and the need to accomplish, pleasure and determination, receptiveness to curiosity and limited focus, combination and separation, and freedom and collaboration [3]. For instance, the joy & tomfoolery related with stream might be profoundly alluring. By the by, stream exercises likewise require fixation and an eagerness to find out about the restrictions of one's abilities. Where non-autotelic people might see just trouble, the profound feeling of interest helps autotelic people to perceive valuable chances to construct their abilities. These people open their regard for new data and spotlight it on those data sufficiently a long way in front of current abilities to be sensible.

The autotelic character is a combination of responsive transparency & dynamic characteristics (commitment & constancy). The receptiveness to recognize and become inspired by difficulties is open and not completely inactive. This additionally includes dynamic commitment and constancy in exceptionally testing exercises. Be that as it may, the commitment is definitely not a mean to a particular objective. They summed up these characteristics as a limit with respect to "uninvolved interest." The expression "impartial" underscores an emphasis on task-intrinsic rather than reason related motivating forces as well as a direction toward dominance instead of execution. They depict comparable center qualities of autotelic characters (interest and interest throughout everyday life, tirelessness, and low conceit) meta abilities. Be that as it may, the relationships of such kind of abilities or qualities with recurrence or force of stream encounters has seldom tried.

He recommended that those reciprocal (open & dynamic) characteristics couple produce a strong autotelic mix. The concurrent presence of integral or in any event, contradicting characteristics cultivates a dynamic, rationalistic strain which is helpful for "ideal" character improvement and the evolvement of mind boggling people. In this manner, autotelic people ought to enjoy a reasonable benefit in understanding the improvement of their gifts to the furthest reaches. The persuasive guideline and the intricacy intrinsic in autotelic encounters are many times invigorated through the characteristics of an individual as well as through the climate: Autotelic characters will generally have family and school conditions which all the while give challenge and backing, freedom and participation, adaptability and union, and reconciliation and separation.

Autotelic personality

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Autotelic Personalities are those specific traits that are present in every person and specify their characteristic in a society.

"Autotelic′ is a word composed of two Greek roots: auto (self), and telos (goal). An autotelic activity is one we do for its own sake because to experience it is the main goal. Applied to personality, autotelic denotes an individual who generally does things for their own sake, rather than in order to achieve some later external goal" [4]. "The mark of the autotelic personality is the ability to manage a rewarding balance between the ′play′ of challenge finding and the ′work′ of skill building".

Incorporating the stream and autotelic character writing, we figure out autotelic character as a multi-layered build with seven credits (a) curiosity and interest in life, (b) persistence, (c) low self-centeredness, (d) intrinsic motivation, (e) enjoyment and transformation of boredom, (f) enjoyment and transformation of challenges, and (g) attentional control. These unmistakable qualities ought to add to autotelic character altogether and exceptionally. Notwithstanding, in light of the fact that exploration on autotelic character has simply started to develop, we recognize the chance of barring credits that are possibly connected with autotelic character which work in a work process.

Curiosity

Curiosity — or the motivation to look for new data/encounters and investigate novel prospects — means quite a bit to people's lives. Ongoing examination examined in the Harvard Business Review uncovered three significant bits of knowledge about interest in the working environment. In the first place, research has uncovered that interest is substantially more vital to an

organization's exhibition than recently suspected. Developing interest assists workers and their chiefs with adjusting to economic situations and tensions. Interest permits them to think imaginatively and reasonably about choices and concoct savvy fixes. Interest likewise assists pioneers with acquiring regard from their representatives by building a seriously trusting and cooperative relationship. Second, it just takes little changes to empower pioneers to support interest from their workers. Furthermore, third, numerous pioneers smother interest expecting that it will expand hazard and shortcoming.

Persistence

In straightforward words, constancy implies the disposition and character attribute of trying sincerely and attempting over and over until complete achievement is accomplished. Here is the reason tirelessness is the way to progress and why you ought to foster it as an imperative character quality.

- persistence makes you a specialist
- Being persistence will spur you to put in more effort
- Persistence is an indication of being aggressive
- Diligence will set a genuine guide to your partners
- Persistence shows you the worth of accomplishment
- Persistence will assist you with acquiring experience
- Tirelessness will make you mindful of your shortcoming

Self-centeredness

As a writer, specialist, and eyewitness of human way of behaving, Janis has a sharp

familiarity with what makes individuals tick and act the manner in which they do.

self-centered individuals are not difficult to distinguish yet hard to deal with. They love to talk, primarily about themselves, and they can be very pompous about the perspective of others.

Consumed by their pretentiousness, they peer down on others with a quality of prevalence that is much of the time showed with a "holier than thou" demeanor.

This sort of individual is likewise characterized by others as being staggeringly irritating. We have all managed them in our connections, as brief colleagues, in the working environment, and in the city.

Intrinsic Motivation

Different studied show that human being characteristically propelled - accomplishing something basically for delight - is stimulating, sustains prosperity, and lifts our presentation [5]. This study talks about intrinsic motivation in the work environment, how it affects execution and methods and techniques that can assist with supporting it.

Genuine Examples of Intrinsic Motivation in the Workplace

Inspiration keeps up with, maintains, and coordinates human conduct over a delayed period.

"Intrinsic motivation includes doing a way of behaving in light of the fact that the actual action is fascinating and immediately fulfilling" and prompts constancy.

How Does Intrinsic Motivation Affect Performance?

Inspiration in sports influences competitors' capacity to concentrate and their eagerness to stretch boundaries to accomplish

greatness [6]. However, such drive isn't restricted to wearing accomplishments; present in any assignment requires tirelessness.

While there are a few mental hypotheses of inspiration, the self-assurance hypothesis (SDT) has demonstrated especially well known, with an abundance of examination affirming its capacity to foresee individuals' conduct in different conditions.

As per SDT, we are headed to understand our true capacity and accomplish sound mental, social, and conduct working due to the steady cooperation between our human instinct, social elements, and the climate. Characteristically inspired individuals view what they are doing as intrinsically intriguing and engaging. Interestingly, outwardly persuaded people are driven by outer results, like monetary rewards and abstaining from causing problems or being reprimanded.

Surprisingly, introducing extrinsic factors can reduce intrinsic motivation and make us feel like we have less control over the situation.

Enjoyment of Challenges

Albeit early meeting based investigations of the pleasure in naturally propelled, objective coordinated exercises (e.g., chess, rock climbing, craftsmanship making) recommended the significance of somewhat troublesome, "ideal" challenges, ensuing discoveries got from a more extensive scope of exercises have not offered reliable help for this suggestion. Two investigations were led to explain the connection among challenge and delight. Concentrate on 1 zeroed in on a solitary movement — Internet chess. The significance of challenge was obvious at the abstract level (saw challenge emphatically

anticipated happiness) as well as the goal level (games against unrivaled rivals were more pleasant than games against substandard adversaries, and close games were more charming than victories). In Study 2, the experience testing technique was utilized to look at the enjoyment in challenges across many ordinary exercises. Action inspiration (inherently persuaded, non-naturally roused) and action type (objective coordinated, non-objective coordinated) directed the connection. Suggestions for speculations of inborn inspiration are talked about [7].

Enjoyment of transformation on boredom

Boredom in the work space is altogether expected and has been analyzed commonly in the academic expounding on the connected costs for individuals and affiliation fatigue can prompt bungles, opposing patient events, and reduced proficiency over the top and trivial outcomes for customers, laborers, and affiliations the equivalent. As a part of exhaustion, individuals could feel over-worked or under-used, and become redirected, centered, or perplexed. Staff who are depleted furthermore are more disinclined to attract with or revolve around their work. In this article, we ponder the possibility of fatigue and moreover the supports for why delegates, including profound prosperity authorities, agents, become broken in the workplace down [8]. We similarly discuss the work that can be taken by delegates and organizations to see and determine the issue of fatigue and we consider how best to encourage viable workplaces that are depicted by associated agents who offer the best help with bank place settings.

Attentional control

Attentional control alludes to a singular's ability to pick what they focus on and what they disregard. It is otherwise called endogenous attention or executive attention. Trim terms, attentional control can be depicted as a singular's capacity to think. [9].

LITERATURE REVIEW

Agnieszka Czerw has concentrated on stream in an expert errand: The article expected to introduce another Polish device for estimating the stream insight in proficient undertakings - a FLOW-W Questionnaire. The poll was roused on its premise a bunch of positions was laid out, on which therefore an exploratory (concentrate on 1, N = 101) and corroborative (concentrate on 2, N = 275) factor examination was led. The investigation showed the chance of a uni-or bifactorial arrangement [10].

Subsequent to really taking a look at the hypothetical and observational legitimacy of the two arrangements, the unifactorial arrangement was embraced. The legitimacy of the poll was analyzed, for example by connections with hypothetically related factors: work commitment with the UWES poll [11] and influence at work. The investigations showed a critical positive connection between's stream at endlessly work commitment (0.84) and among stream and positive effect (0.74). The unwavering quality of the survey is exceptionally high; α = 0.96. The device has excellent psychometric properties.

Though the depiction of autotelic characters and their formative settings is exceptionally rich and incorporates general standards of self-development from various

speculations, the operationalization of the build is fairly poor. There are two unique methodologies toward estimation. In the principal approach, autotelic characters are distinguished through recurrence and power of trademark encounters. He evaluated the recurrence of popularity, high-expertise circumstances over longer times of paging with the experience inspecting strategy a method created to get self-reports of considerations and sentiments at irregular spans during progressing exercises. People whose recurrence of appeal, high-ability encounters are in the upper quartile of the dispersion (autotelic) are contrasted with those in the lower quartile (non-autotelic) in different results of involvement and conduct. Discoveries demonstrate, for instance, that autotelic people are not really more joyful however are all the more frequently engaged with complex exercises which, thusly, help them have an improved outlook on themselves and increment their confidence. This proportion of autotelic character is hazardous on the grounds that appeal, high-expertise circumstances don't be guaranteed to inspire stream.

Moreover, Csikszentmihalyi and partners fostered a stream survey that evaluates the recurrence (0 ="not by any stretch of the imagination" and 1 ="few times each year" to 7 = "hardly any times each day") of three stream qualities. All the more as of late, fostered a dispositional stream scale which surveys the recurrence with which people experience the full scope of normal stream qualities (loss of hesitance, change of time, feeling of control, fixation on an errand, and so on) inside determined exercises overall. The scale is approved in actual work settings as well as in other execution related areas. By and by, simple recurrence (as well as power) measures don't add to a comprehension of the hidden reasons for stream insight as has been the situation for the conceptionalizations above [11].

In the subsequent methodology, autotelic not set in stone through their normal result of full ability advancement. For instance, got autotelic character designs from qualities that recognize gifted from normal people: Autotelic (i.e., capable) characters have attributes helpful for fixation (e.g., accomplishment, perseverance) as well as receptiveness to encounter (e.g., awareness, understanding). The qualities were surveyed with the character research structure. Be that as it may, little is had some significant awareness of the job of such character factors regarding stream insight. All the more critically, the action is puzzled with the result (i.e., ability improvement) which it was initially intended to make sense of.

Taken together, the quest for stable causes behind stream experience is engaging and has intrigued stream scientists from right off the bat. In any case, the idea of an autotelic character is anticipating a reasonable operationalization that isn't perplexed with its to-be-made sense of results. Prior to offering such an operationalization, the current writing on the connections between character qualities and stream experience is surveyed in more detail. This survey is intended to give more experiences into practical underpinnings of a stream character.

This study has the accompanying goals.

To really take a look at the autotelic character (interest, Persistence, narcissism, natural inspiration, pleasure in challenges, delight in change on fatigue, and attentional control) in financiers.

Hypothesis

There would be a positive connection between autotelic personality and workplace flow. The autotelic personality of bankers is affected by workplace factors.

MATERIALS AND METHOD

Participants

A sample consisting of 300 bankers was taken for the present study from government and private banks of Punjab and KPK. The age range of the participants was 25-50 years.

Research Design

The co-relational design was used for the current study.

Inclusion and Exclusion Criteria

Regular bankers of private and government banks were included. We included employees and exclude managers.

Operational Definitions

Autotelic Personality Workplace Flow

Autotelic Personality

The autotelic personality is an individual who for the most part gets things done for the wellbeing of their own, in the "present time and place", as opposed to for some later objective.

Workplace Flow

flow in the workplace alludes to the perspective of a zeroed in on and effectively participated in a person action. This guideline was created by Mihaly Csikszentmihalyi, a clinician whose work has been profoundly powerful in the field of hierarchical administration.

Following instruments were used in the current study.

Autotelic Personality Scale

This scale is developed by Csikszentmihalyi in 1988. This scale measures the quality of personality among bankers. The scale has 26 items with 7 options. Option 1 strongly disagrees and option 7 strongly agrees. Items number 7, 14, and 21 are reversely coded.

Workplace Flow scale

This scale is developed by Rheinberg. The scale has 10 items. This scale measures the components of flow experience. The scale item has 5 options.1 is not at all, 3rd is partly and 5th is very much. The flow item scale is separated into two components. 1 (Fluency of performance items 2, 4, 5, 7, 8, and 9) while the 2nd is absorption by activity (items 1, 3, 6, and 10).

Procedure

Different banks of Punjab and KPK were contacted for data collection. First of all, formal permission was sought from university authorities to collect data. Bankers were told that the study investigated the role of autotelic personality in workplace flow. It includes the demographic information of the banker's age, gender, job duration, and marital status.

After filling the demographic sheet first of all we applied the Autotelic Personality scale.
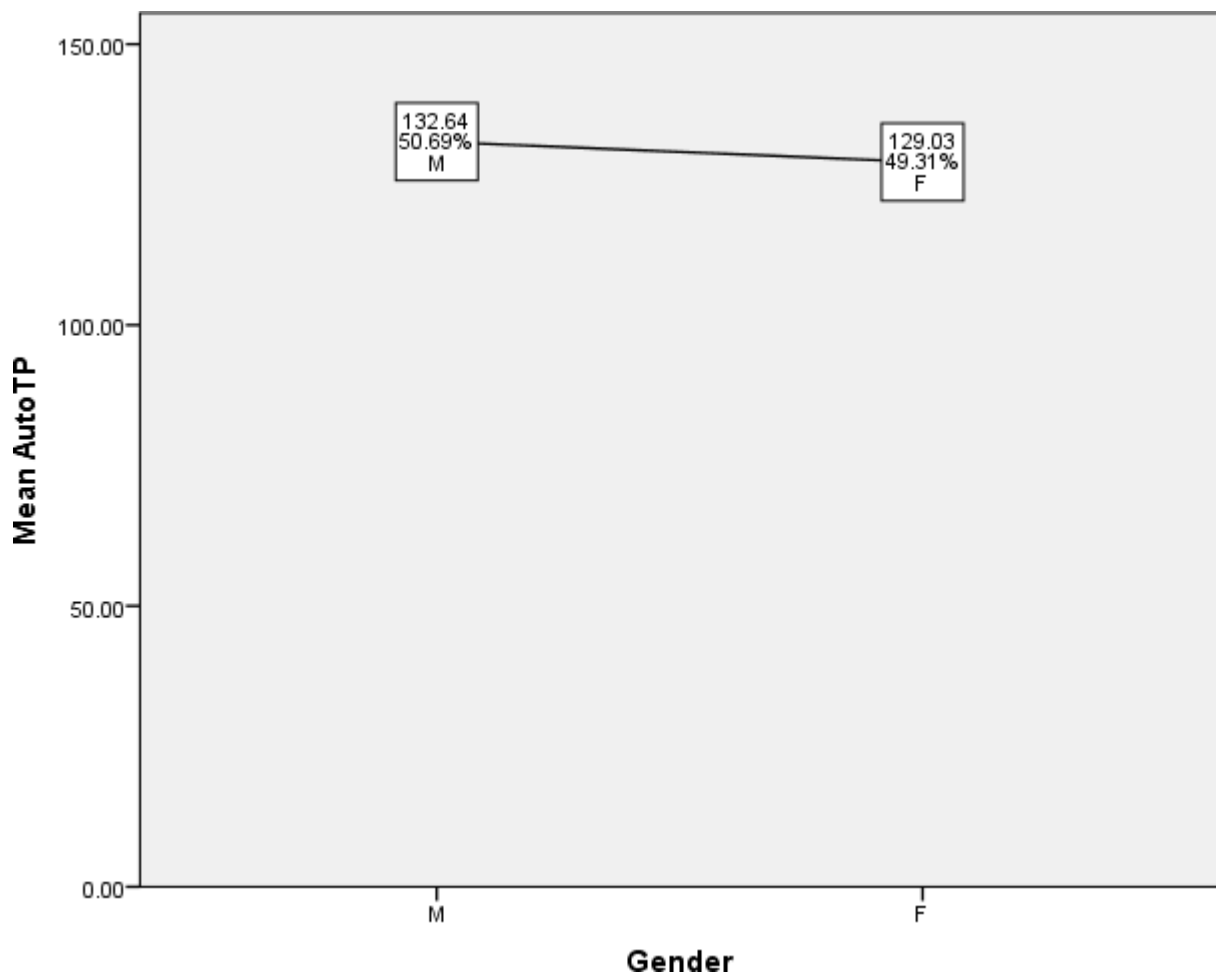
After that, we applied the Items Flow Scale [12].

Results:

Percentage of male & female subjects: 226 male & 74 female subject data is used in this research:
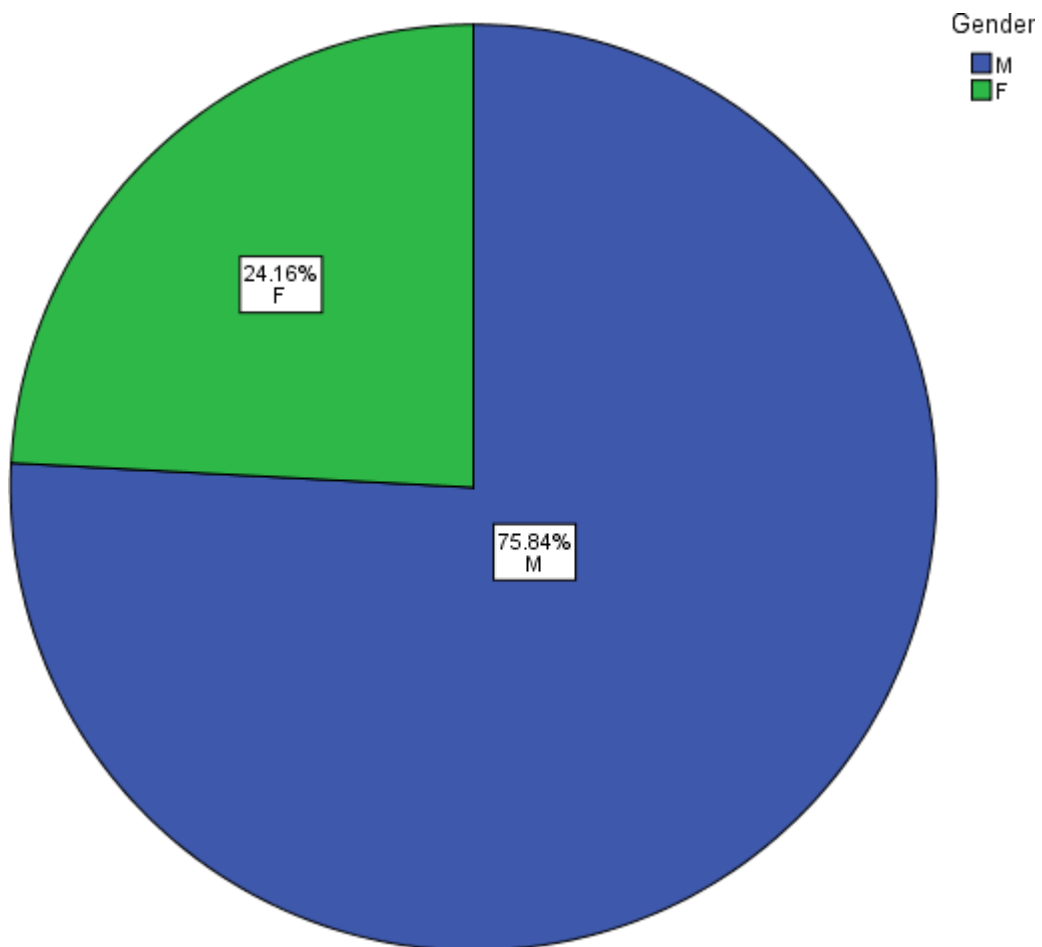
Pie Chart

Percentage of Autotelic personality in male and female:

Its clear in this line graph that there is a slight autotelic personality difference in gender. Both male and female have autotelic personality at work place.

Correlation, regression, partial correlation:

Correlation is positive between the autotelic personality and work place flow in bankers.

Sr#	Status	Variables	Findings	Results
1	Correlation	Relation between autotelic personality and work place flow	Positive	Sig. (2-tailed) .000
2	Regression	Autotelic personality predicts work place flow	Positive	Sig. .000

3	Regression	Work place flow predicts autotelic personality	Positive	Sig. .000
4	Partial correlation	Variables autotelic personality and gender controlling for work place flow	Positive	Significance (2-tailed) .037
5	Partial correlation	Variables work place flow and gender controlling for autotelic personality	Positive	Significance (2-tailed) .059
6	Partial correlation	Variables work place flow and autotelic personality controlling for gender	Positive	Significance (2-tailed) .000

Result of the research findings, it has been found that the autotelic personality dimension which is marked as interest perseverance effects on bankers in the working environment. As indicated by this outcome, it tends to be surmised that bankers who have inventiveness and ability to learn might be inclined to willfully connect their work. Accordingly, it is normal that creative and patient bankers have more devotion and are ready for business in the work cycle. Furthermore, the other element of autotelic personality, for example, consideration control affects work environment stream. This outcome shows that hesitance and distractibility qualities lead brokers to have a lower level of commitment and energy to their work jobs. Furthermore, the autotelic character just element of interest determination significantly affects the individual importance level of bankers. In like manner, it is feasible to communicate that bankers who have high imagination and eagerness to develop themselves might be inclined to feel their life significant and valuable. This outcome uncovers that bankers who have high autotelic characters have high work environment stream, it is normal to connect their work job higher and have ready for business [13].

Appendix Purpose

The objective of this questionnaire is to investigate how the autotelic personality of bankers is affected in the workplace? How do they work in different conditions like during workload? How do they feel during working hours? What do they think about work? Motivation level in bankers during work? Their curiosity or interest in work? Their enjoyment level during work or for completing a work task? Their ability to do work continuously? What & how do Autotelic personality attributes relate to the workplace flow? Is there any difference in

autotelic personality due to gender differences? Participation will only take ten minutes and your response to this questionnaire will provide information for our study. All responses from the survey are anonymous and are kept strictly confidential.

Conclusion of autotelic personality:

An autotelic individual necessity few material belongings and little diversion, solace, power, or notoriety on the grounds that such a great deal what the person does is now fulfilling. Since such people's experience stream in work, in everyday life, while connecting with individuals, while eating, and in any event, when alone with time to spare, they rely less upon outer prizes that keep others propelled to happen with an existence of schedules. This examination will help in understanding the character of financiers and help banks in making the workplace more agreeable for bankers.

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