THE INFLUENCE OF PERSONALITY TYPE ON PROSOCIAL ORGANIZATIONAL BEHAVIOUR AMONG CIVIL SERVANTS IN SOME SELECTED MINISTRIES IN BENUE STATE

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Abstract

The study examined the influence of personality type on prosocial organizational behaviour among civil servants in some selected ministries in Benue State. The objective of the study among others was to examine how personality types influence prosocial organizational behaviour among civil servants in some selected ministries in Makurdi as well as explore measures that would enhance employee's effectiveness and overall productivity among civil servants in the work place. A total of 245 workers were randomly selected from three ministries in Benue State. This comprised 122 (49%) males and 123 (50.2%) females. A survey design was used in generating data for the study. Instruments used for the study include the Big Five Inventory and Helping Attitude Scale (HAS) were also used for data collection. Three hypotheses were formulated and tested using simple regression analysis, Chi-square and independent t-test. Result of hypothesis one revealed that personality type has a significant influence on pro-social organizational behaviour. Result also showed that, there was a significant difference in personality type of civil servants who behave pro-socially. Hypothesis three further revealed that there was no significant gender difference on pro-social organizational behaviour among civil servants. The study finally recommended among others that, more research work needs to be done in the area of influence of culture, religion, nature of self-esteem which is a factor moderating behaviour for better organizational effectiveness and work place performance and productivity. Organizations, administrators and managers should identify and understand individual personality type during recruiting, selection and placement of employees for better performance.

Key Words: Personality Type, Pro-social, Organizational behaviour, Civil Servants, Ministries.

Introduction

Organizational performance and rapid growth seem to rely upon the type and nature of pro-social organizational behaviour. The significant nature of pro-social organizational behaviour in relation to the proper functioning of individuals with moral values within and around the organization cannot be overstressed. Gange (2003) points out that individuals willingly engage in pro-social behaviour when they have the ability to independently regulate their thoughts, emotion, existing ethics and values within the organization.

Pro-social behaviour seem to be the crux of every organization that habours human beings, including the family, schools, churches, industries, clubs, hospitals and political organizations. Pro-social literally means the benefits of others or intention of helping others (Oxford English Dictionary, 2009). Pro-social behaviour or voluntary behaviour intends to benefit another consists of actions which benefit other people or society as a whole, such as helping, sharing, donating, cooperating and volunteering. It can also be referred to as a broad category of behaviours that includes any action that provide benefits to others, like following rules in a game, being honest and cooperating with others in social situations.

These actions may be motivated by empathy and by concern about the welfare and rights of others, as well as for egostic or practical concerns (Elsenberg, Fabes and Spinrad, 2006). Pro-social behaviour is also a planned action to help other people, disregarding the helper's motives. It involves sincere assistance (atriums) which is entirely motivated by self interest. Pro-social activities are any behaviour conducted or planned action to help other people without expecting anything in return (Afolabi, 2003). Pro-social activities involve attention and assistance towards other people or devotion (love, loyalty, service) which are given to other people without any expectation to get something in return (Myers, 1996). The purest forms of pro-social behaviour might be motivated by altruism, an unselfish interest in helping

another person.

According to Sanstock (2007), the circumstances most likely to evoke altruism are empathy for an individual in need or a close relationship between the benefactor and the recipient. Therefore, pro-social organizational behaviour can be seen as the willingness of workers to both fulfill and go beyond formal job requirements of the organization. In organizations, pro-social behaviour seems to be the center of attention and research as it offers individuals and groups, the opportunity to participate in the voluntary actions of helping and benefiting others and popularizing the benefactor, Ryan & Deci, (2000) assert that when human beings are properly nurtured from childhood to cultivate positive values, they are naturally inclined to pro-social behaviour inspite of the fact that, pro-social organizational behaviour seems to be doubleaged (painful and costly to the doer but benefits recipient) research shows that early humans rely on pro-social behaviour for their survival as embedded in the communal cultures of native people all over the world (Kinckeroboker 2003; Benabou, 2005).

Thus, there has been well established occurrence of pro-social organizational behaviour according to several research on social psychology regarding altruism, egoism and empathy embellished in pro-social behaviour (Blau, 1946; Penner, John, David, 2005). Brif and Motouido (1986) sees pro-social behaviour as a veritable tool for the promotion of effective organizational functioning, hence the emphases on the importance of this behaviour to organizations. Michie (2009) opined that pride and gratitude are the dispositional tendencies in organizational leadership, therefore pro-social behaviour is very vital in bridging the gaps in organizational leadership to ensure significant feelings of gratitude and altruistic behaviour among leaders to the people as this can be achieved through emphasis on pro-social behaviour. There are different types of pro-social behaviour that are differently related to theoretically based contracts (Stawt, 1978, Basten, 1999). For the purpose of this study, it is important to mention some of the types of pro-social behaviour such as: altruism, complaint, emotional Anonymous and Dire pro-social Organizational Behaviour.

Personality refers to individual differences in characteristic pattern of thinking, feeling and behaving. It is the dynamic organization within the individual of those psychophysical system that determine his characteristics behaviour and thought (Allport, 1961). The characteristics that makes a person unique (Weinberg & Gould, 1999). Personality type refers to the unique characteristics of an individual which is responsible for individual differences and may determine their personal approaches to life situations. Traits are consistent patterns of thoughts, feelings, or actions that distinguish people from one another. Traits are tendencies that remain stable across the life span, but characteristic behaviour can change considerably through adaptive process.

A trait is also said to be an internal characteristic that corresponds to an extreme position on a behavioural dimension. According to Bandura (1978), behaviour is a process of reciprocal determinism in which there is a continuous reciprocal interaction among behaviour, personal characteristic and environmental factors. Determinism means the production of effects by events, rather than a predetermined manner independent of the individual in interacting with the environment, individuals do not simply react to external stimuli, rather, external factors affect behaviour through internal processes. These internal processes in part determine what will be observed, how it will be interpreted and how it will be used in the future. In attempt to explain pro-social behaviour the Big-Five personality traits are being used in this research that is Extraversion, Agreeableness, Conscientiousness, Neuroticism and Openness.

Extraversion has an inter personal component and is strongly related to positive affect such as being enthusiastic energetic, interest and friendly Fremon and Means (1970) found that extraverts show less anxiety over negative feedback. Extroverts are also highly motivated to seek social situations and to be dominant in those situations including leadership. They are motivated by change, in their lives, challenge and are easily bored. Agreeableness also has an interpersonal component: these individuals tend towards

conformity in groups, towards modesty, not being demanding and being sympathetic. These individuals might be motivated towards helping others and towards pro-social behaviour in general. There may be a link between the motivational processes operating within individuals in regards to this trait, such that agreeable individuals strive for intimacy and solidarity in groups they belong to, which provides emotional rewards.

Conscientiousness is related to such things as achievement, perseverance, organization and responsibility. Conscientious individuals are motivated towards achievement through social conformity. Neuroticism tends to be viewed negatively and is associated with negative affect; being tense and nervous. Openness is associated with tolerance of ambiguity (which means, when something is not clear), a capacity to absorb information, being much focused and the ability to be aware of more feelings, thoughts and impulses simultaneously. Open individuals are motivated to seek out the unfamiliar and to look for complexity.

Past researches have shown that differences

in personality may account for how individuals are motivated and can engage in helping behaviour (Judge & Ilies,2002; Rioux & Penner, 2001). For example, individuals who are high in agreeableness may be more likely to be motivated to maintain relationships rather than preserve their own self-interest. This motivation may be a mechanism by which personality yields helping. Secondly, personality characteristics may also affect how individuals interpret situations that arise and the likelihood that they react in an interpersonally facilitative manner. For example individuals that are low in emotional stability may tend to view situations that demand help in a negative light (Costa & McCrae, 1992); such individuals may interpret coworkers help-seeking behaviours as annoyances or as threatening to status hierarchies and may withhold helpful responses. This research work is geared towards examining the influence of personality type on pro-social organizational behaviour of civil servants in some selected ministries in Benue State of Nigeria.

Scope of the Study

The scope of study for this research covers some selected ministries and this include;

1. Ministries of Education Science and technology.
2. Ministry of works, and Transport
3. Ministry of land and survey all in Benue State of Nigeria

Conceptual and Theoretical Review

Neuroticism

Neuroticism signifies variances of individual tendencies to experience suffering and is defined as emotionally insecure (Mccrae & John, 1992). Neurotics possess traits including annoyance, stress, sulky unsociable, nervous, doubtful in confidence, fearful and dejected (Barrick & Mount, 1991, 1993; Judge & Bono, 2000). Neurotics have no belief and faith in others. (Goldberg, 1990) and have no social expertise to handle the situations that they claim to take control of. (Judge, Locke & Durham, 1997). They also lack confidence and self-esteem (McCrae & Costa, 1991).

Extraversion: Extraversion represents a personality trait that has a tendency to be sociable, assertive, active, upbeat cheerful, optimistic and talkative, such individuals like people, prefer groups, enjoy excitement and stimulation and experience positive effect such energy, zeal and excitement (Costa and McCrae, 1992; John and Strivastavo, 1999).

Openness to Experience: This refers to the tendency of the individual to be imaginative, sensitive, original in thinking, attentive to inner feelings, appreciative of art, intellectually curious and sensitive to beauty (Costa and McCrae, 1992; John and Srivastava, 1999). Such individuals are willing to entertain new ideas and unconventional values.

Conscientiousness: This refers to individuals who are logical, reliable and risk averter (Goldberg, 1990). These persons are responsible, reliable, determined, cautious and thorough, who focus on success which is also very significant characteristics for performing work tasks (Barrick & Mount, 1991, 1993).

According to John and Strivastava, 1999), they have tendency to act dutifully, show

self-discipline and aim for achievement against a measure or outside expectation. Conscientiousness describes socially prescribed impulse control that facilitates task and goal-directed behaviour. Such as thinking before acting, delaying, gratification, following norms and rules and planning, organizing and prioritizing tasks.

Agreeableness: Agreeableness defines such features as self-sacrifice, helpful, nurturance, gentle and emotional support (Digman, 1990), Burrick & Mount) put forward that it consist of traits such as polite, flexible, naïve, helpful, supportive, merciful, kind and open-minded and tends to be generous, calm, trusting, truthful and sincere (Judge & Bono, 2000). Such individual have an optimistic view of human nature. They are sympathetic to others and have a desire to help others; they are pro-social and have communal orientation toward others (Costa and McCrae, 1992; John and Strivastava, 1999).

Pro-social Organizational Behaviour: it refers to acts intended to benefit or help others or the society. Pro-social activities involve attention and assistance towards other people or devotion (Love, Loyalty, service) which are given to other people without any expectation to get something in return (Myers, 1996). The purest forms of pro-social behaviour might be motivated by altruism, an unselfish interest in helping another person. According to Sanstock (2007), the circumstances most likely to evoke altruism are empathy for individual in need or a close relationship between the benefactor and the recipient.

Theoretical Review

The paper is anchored on two theories; psychodynamic theories and trait theories of personality. Psychodynamic theories explain human behaivour in terms of the interaction of various components of personality. Sigmund Freud was the founder of this school of thought and drew on the physics of his day (thermodynamics) to coin the term psychodynamics. Based on the idea of converting heat into mechanical energy, he proposed that psychic-energy could be converted into behaviour.

Freud's theory places importance on dynamic, unconscious psychological conflicts (Khan and Michael, 2002). Freud

divides human personality into three significant components; the id, the Ego and the super-ego. The id acts according to the pleasure principle demanding immediate gratification of its needs regarding to external environment, the ego then must emerge in order to realistically meet the wishes and demands of the id in accordance with the outside world, adhering to the reality principle. Finally, the super-ego (conscious) include moral judgment and societal rules upon the ego, thus forcing the demands of the id to be met not only realistically, but morally.

The super-ego is the last function of personality to develop and is the embodiment of parental/social ideals established during childhood. Freud maintained that personality is based on the dynamic interaction of these three components (Carver and Scheiter, 2004). The challenge and release of sexual (Libidal) and aggressive energy which ensues from the "Eros" (Sex, Instinctual self preservation) and Thanatus (death; instinctual self-annihilation) drives respectively are major components of his theory (Carver and Sheler, 2004). It is important to note that, Freud's broad understanding of sexuality includes all kinds of pleasurable feelings experienced by the human body.

Freud also proposed five psychosexual stages of personality development; he believed adult personality is dependent upon early childhood experiences and largely determined by age five (Carver and Sheier, 2004). A fixation that develops during the infantation stage contributes to adult personality and behaviour. One of Sigmund Freud's earlier associate, Alfred Adler, did agree with Freud that early childhood experiences are important to development and believed birth order may influence personality development. Adler believed that, the oldest child was the individual who would set high achievement goals in order to gain attention lost when the younger siblings were born. He believed the middle children were competitive and ambitious. He reasoned that this behaviour was motivated by the idea of surpassing the first born's achievements. He added however that, the middle children were often not as concerned about the glory attributed to their behaviour.

He also believed that the youngest would be more dependent and sociable. Adler finishes by surmising that an only child loves being the centre of attention and matures quickly but in the end fails to become independent. Heinz Kohut thought similarly to Freud's idea of transference. He used narcism as a model of how people develop their sense of self. Narcissi is the exaggerated sense of oneself in which one is believed to exist in order to protect one's low self-esteem and sense of worthlessness. Kohut had a significant impact on the field by extending Freud's theory of narcissim and introducing what he called the self-object transference of marring and idealization. In order words, children idealize and emotionally sink into and identify with the idealized competence of admired figures such as parents or older siblings.

They also need to have self-worth mirrored by these people. These experiences allow them to thereby learn the self-soothing and other skills that are necessary for the development of a healthy sense of self. Another important figure in the world of personality theory is Karen Horney. She is credited with the development of the real self. She believed that all people have these two views of their own self. The real self is how human act with regard to personality, values and morals but the ideal self is a construct individuals implement in order to conform to social and personal norms.

Trait theories

This approach assumes that behaviour is determined by relatively stable traits which are the fundamental units of one's personality. Traits predispose one to act in a certain way regardless of the situation. This means that traits should remain consistent across situation and overtime, but may vary between individuals.

It is presumed that individuals differ in their traits due to genetic differences. Allport (1930) differentiated between individuals and common traits but he included both of them under a single definition, this results in some confusion and ambiguity. In 1961, Allport made some terminological alterations and provided separate definitions for he called individual and common traits. The term trait was reserved for common traits and a new term personal

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disposition was introduced to take the place of individual trait.

Although traits and dispositions really exist in the human beings, they cannot be observed directly but have to be inferred from behaviour. Allport (1961) stated that, a specific act is always the product of many determinations, not only of lasting sets, but of monetary pressures in that person. It is only a repeated occurrence of acts having the same significance following upon a definition range of stimuli, having the same personal significance disposition. Allport distinguishes between traits and types in terms of the extent to which they are tailored to an individual. A person can be said to possess a trait but not type, types are idealized constructions of the observer and individual can be fitted to them but only at the loss of his or her distinctive identity. The personal disposition can represent the uniqueness of a person whereas the type must conceal it. Thus for Allport, types represents artificial distinctions that bear no close resemblance to reality and traits are true reflections of what actually exist.

Five-factor personality model (Costa,

McCrae, 1996) employed a dispositional view point for structuring personality. These factors are understood as relatively stable, inborn and individually differentiated dispositions for varied ways of behaviour.

Extraversion has an interpersonal component and is strongly related to positive effect, such as being enthusiastic, and friendly. Ferment and Means (1990) found that extroverts, shows less anxiety over negative feedback; they are highly motivated to seek social situations and to be dominant in those situations. They are also motivated by change, variety in their lives, challenge and are easily bored; they have also been recently seen as adoptive, ambitious and hardworking.

Agreeable individuals tend towards conformity in groups, modesty, not being demanding and being sympathetic. These individuals might be motivated towards helping others and towards pro-social behaviour in general. There may be a link between the motivational processes operating within individuals in regards to this trait; such that agreeable individuals

strive for intimacy and solidarity in groups they belong to which provides emotional rewards.

Conscientiousness is related to such things as achievement, perseverance, organization and responsibility. Socially prescribed impulse control that facilitates task and goal-directed behaviour, such as thinking before acting, delaying gratification, following norms and rules and planning, organizing and prioritizing tasks individuals are motivated towards achievement through social conformity.

Neuroticism tends to be viewed negatively and is associated with traits such as being annoyed, stressed, sulky, unsociable, nervous, embarrassed, uncertain doubtful, fearful and dejected.

Pro-social Organizational Behaviour Theory

Pro-social behaviour can be defined as voluntary behaviour oriented towards the benefits of others (Eisenberg, Fabes and Spirad, 2006). According to Carl and Rardal (2002), this behaviour sources from pro-social tendencies. Altruistic involves voluntary helping primarily motivated by concern for needs and benefit of another individual often evoked by compassion and internalized moral norms or principles complaint (CO) means helping others as a reaction to their verbal or nonverbal request. Emotional (EM) is aimed towards helping others emotionally intensive situations (e.g certain persons painful injury). Public (PU) represents behaviour in the presence of an audience and is probably at least partially motivated by desire to gain other people's acceptance and respect. Anonymous (AN) means that kind of helping in which the one being helped is unknown to the helping individual. Dire (DI) means helping people caught in crisis or other type of emergent situations e.g. in frustration or stress.

According to social exchange theory of pro-social organizational behaviour, developed by Blau (1964), a member of the organization reciprocates those who benefit from him or her, members of an organization who feel they have been treated or rewarded properly by the organization leaders and coworkers behave in interest, act in order to return favours by

exhibiting pro-social organizational behaviour towards co-workers, teams and the organization itself (Farh, podsakoft & Organ 1990; McNeady & Meghino, 1994). A member of the organization is ready to undergo as pro-social behaviour, due to a positive mood which is instantaneous (George, 1991). The position mood approach suggests that pro-social behaviour may be somewhat spontaneous in gesture resulting from the individual's psychological wellbeing which is instantaneous and temporary (Organ & Konovsky, 1989).

However, Watson and Pennebaker indicate the positive mood and psychological wellbeing refer to a longitudinal and stable personality trait (Watson & Pennebarker, 1989) and it is nourished by self enhancement (Taylor & Brown, 1988) individuals who have high self enhancement tend to behave with more positive effects towards situations than do individuals with low self-enhancement (O' Mara, Gaertner, Sedikides, Zhou & Lie 2012).

Blau concluded by saying that pro-social organizational behaviour goes beyond specific role requirements. It is entirely on a voluntary basis and not enforce requirement of the role itself (Clary et al, 1998). A member of the organization who is an actor of pro-social behaviour does not expect a reward for his or her pro-social behaviour and hence his/her performance is not usually rewarded (Finkerstein & Penner, 2004). Management also desire pro-social behaviour to be a common behaviour within the organization for the significant nature of pro-social behaviour in relation to the proper functioning of individuals with moral values within and around the organization.

Related Empirical Review

Studies by Pursell, Laursen and Rose (2008), examined whether pro-social behaviour and personality type have independent and overlapping association with adolescent internalizing problems. A total of 128 female and 103 male early adolescent completed personality, inventories pro-social behaviour was accessed by peer nominations. Composite aggression and delinquency, scores were divided from material and self-reports.

Path analysis indicated gender difference in pattern of association. Forgills, link between pro-social behaviour and delinquency were fully mediated agreeableness and conscientiousness, were independently and negatively associated with aggression and delinquency. The findings shows that personality type and pro-social behaviour are uniquely related to the boy's pro-social behaviour problems but cannot be really disentangle when it come to girl's behaviour problems. Another study carried out by Eysenck (1992) report a study to relate the traits of altruism to a measure of extraversion. Previous studies had uncovered link between introvert behaviour and traits associated with socialization such as donating behaviour and lack of competitiveness. This was consistent with Eysenck's prediction that introverts were oversocialized and conscientious.

Higgins (2002) also carried out a study on "Does Personality Provide Unique Explanations for Behaviour. Personality as cross-person variability in general principles, he proposes that personality does not provide a unique explanation for social behaviour. The idea that humans display stable differences in empathy and other pro-social tendencies has been widely accepted for a fairly long time. A more recent perspective, however, is that these tendencies are relatively stable across a person's life.

Women are more sensitive to corporate giving and tend to allocate higher budgets to social causes (Valor, 2000). A study by Williams (2003) found that firms having a higher proportion of women serving on their boards change in philanthropic contributions to a greater extent than firms having a lower proportion of women serving on their boards. In addition, the influence of gender on altruistic behaviour has been considered.

Studies concluding that in general terms women are more inclined to help and they do it quickly. (Rushton, 1982), and the principle of social responsibility being more salient in women than in men (Smithson, Amato & Pearle, 1983). This is because "based on gender roles, females generally are expected and believed to be more responsive, empathetic and pro-social

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than males. Whereas males are expected to be relatively independent and achievement oriented" (Eisenberg, Fabes & Spinerad, 2006; Seefeldt, 2008).

Nonetheless, under certain situational factors (eg. When an individual's behaviour is observed, when helping implies performing an activity or when the intervention is perceived as risky), men are more willing to help (Dovidio, Piliavin, Gaertner, Schroeder & Clark, 1991). Charbonneau and Nicol (2002) also found that girls scored somewhat, but not significantly higher than boys on altruism and civic value.

Zakriski, Wright and underwood (2005) examined how a contextually approach personality can reveal social interactional patterns that are obscured by gender comparisons of overall behaviour rates. They found that for some behaviours (Verbal aggression), girls and boys differed both in their responses to social events and in how often they encountered them, yet they did not differ in overall behaviour rates. For other behaviours (pro-social), gender differences in overall rates were

observed, yet boys and girls differed more in their social environments than in their responses to events.

Recently, the two cultures view has suggested that boys and girls differ in their social behaviour largely because their sex segregated peer groups elicit behaviours that may not be characteristic of them in other social contexts (Maccoby, 2002; Zakriski, Wright & Underwood, 2005).

Another study also concluded that girls tend to score higher than boys on indices of personal behaviour and externalizing problems (Pursell et al 2008). Besides, Dietz, Kalof and Stern, (2002) in their study found that women placed more importance on the social psychological value of altruism than did men. The authors projected that the difference could be due to the differences in socialization of men and women. This is because women are socialized to have concern for others and to take care of one another while men are mainly socialized to be in competition with each other.

However, in another study by Chou (1998),

he found that there was no gender difference in volunteer activities on altruistic behaviours. Also, a meta-analysis conducted by Eagly and Crowley (1986) found that when looking at actual number of altruistic beahviours, men perform altruistic acts more than women. In a related research, Ma (2005) investigated the relation between gender-role classification and pro-social and anti-social behaviour for 505 Chinese adolescents in grades 7 to 12. The author found that, there was no significant gender difference in pro-social behaviour and that pro-social behaviour was associated positively with both masculinity and feminity. Also a study conducted by Nwankwo and Ofoke (2013) to examine the role of competence and gender on pro-social organizational behaviour with 160 participants revealed that competence is a significant variable in pro-social organizational behaviour but did not found gender to significant influence workers pro-social behaviour from ministry of Health, in Ebonyi State Nigeria.

Consistency in temperament and personality (Caspi et al 2003) and in pro-social disposition in particular, for example,

Eisenberg et al, 2002) found stability in pro-social disposition across five years in a sample of young adults and they found that these dispositions were related to ratings of empathy and pro-social responding taken when the adults were young children.

Atkins et al, 2004) used a type approach to classify children as resilient, over-controlled and uncontrolled and found that resilient children were more likely to be volunteers – ten years later than were the other two types. Additional research has focused on other personal attributes and their relationship to pro-social behaviours. Graziano & Eisenberg (1997) and others (e.g. Ashton et al, 1998) have argued that variability in the agreeableness dimension from the big five theory of personality might result in differences in people's propensity to act pro-socially.

Consistent with this proposition Grazinano et al (2004) found that agreeableness interacted with situational variables (e.g. in-group versus out-group status) to affect pro-social behaviours in three different experimental situations. Other personality traits strongly associated with

agreeableness also have been shown to correlate with pro-social actions. For example, Davis and Colleagues found that dispositional differences in empathic tendencies manifest themselves in differences in pro-social behaviours. Such as donating and volunteering (Davies 1994, Davis et al, 1999). Building on prior work on the personality correlates of helping Penner and his associates (Penner of et al, 1995), have focused their attention on traits they believe comprise the pro-social personality. "Factor analysis of these traits suggests that there are two dimensions to the pro-social personality.

The first concerns pro-social thoughts and feelings, such as a sense of responsibility and a tendency to experience cognitive and affective empathy (Other-oriented empathy). This first factor correlates substantially with measures of agreeableness (Graziamo et al 2004), Penner et al 1998) and dispositional empathy and it overlaps substantially with the collection of personality traits Eisenberg and Herassociate (2002) believe to be associated with pro-social behaviours. The second factor is the self-perception that

one is a helpful and competent individual (helpfulness). At a conceptual level, the two factors are quite consistent with the Oliners (1988) description of individuals who rescued Jews during the time of the Holoscause and with Colby & Damon's (1992) description of 23 individuals whom they identified as lifelong altruists or moral examples.

Penner and others have demonstrated significant association between these clusters of pro-social dispositions and pro-social actions, ranging from interpersonal helping to volunteering to helpful actions directed towards coworkers and the organizations for which people worked (Birman et al, 2002, Eisenberg et al, 2002, Penner, 2002, Unger & Thumuluri, 1997). Pro-social behaviour can also be influenced by increased positive or negative mood (Schaller & Cialdin 1990) which shows that individual's emotional conditions could actually influence pro-social behaviour towards others, or by increased feelings of empathic concern (Eisenberg & Miller, 1987). These findings suggest there may well be a collection of traits that form a pro-social personality that is consistently

related to a broad range of pro-social behaviours.

Method

Design

The survey design was used for the collection of data for the study, to describe the influence of personality type on pro-social organizational behaviour of civil servants in some selected ministries in Benue State of Nigeria.

Scope

The area of study is some selected ministries in which the researchers consider the ministries of Works and Transport, Education Science and Technology and Land and Survey.

Participants

A total of 245 participants took part in the study. This comprised 122 males and 123 females. The minimum age of participants was 20 years and mean age was 36 years.

Research Hypotheses

1. There will be a significant influence of personality type on pro-social organizational behaviour.
2. There will be a significant difference in the personality of civil servants on pro-social behaviour.
3. There will be a significant gender difference on pro-social organizational behaviour.

Instruments

The Big-Five Inventory (BFI) developed by John Donalme and Kentle (1991). The second instrument used was the Helping Attitude Sclae (HAS) developed by Gary S. Nickell (1998), it consist of 20 items on pro-social behaviour.

Data Analysis

The data collected was subjected to analysis using statistical package for social sciences (SPSS), version 20 for accuracy. The hypotheses were tested using Chi-Square and independent t-test, also simple regression was used in testing the research hypotheses.

Presentation and Discussion of Result
Hypothesis 1:

This hypothesis states that there will be a significant influence of personality type on

pro-social organizational behaviour.

Table 1: Regression Analysis Summary Table for the Influence of personality types on pro-social organizational behaviour

Variables	R	R^2	F	β ??	t	P	Remark
Constant	.990	.980	12206.028		3.11	.009	
Personality Type				.990	170.481	.000	Sig

Source: Field Survey, 2018.

Dependable: Pro-social Organizational Behaviour.

Result shows significant score $F(1,243 \text{ df})$ = 12206.028;P<.01; .990 and R2 = .980. It shows that, personality types has a significant influence on pro-social organizational behaviour among civil servants in selected ministries in Benue State. This result is in agreement with the findings of Eysenck (1992), that, the personality trait of altruism is related to a measure of extroversion and pro-social organizational behaviour, consistency in temperament and personality. (Caspi et al, 2003) and in pro-social dispositions in particular, Eisenberg et al (2002) in a study found stability in pro-social dispositions across five years in a sample of young adults and they found that these dispositions were related to ratings of empathy and pro-social responsibility taken when the adults were young children.

The result also correlates with that of Penner and his associates who focused their attention on traits they believe comprise the pro-social personality factor analysis of these traits suggest that there are two dimensions to the pro-social personality. Personality traits (Esenberg and her associations (2002), believe to be associated with pro-social behaviours.

The second factor is the self perception that one is a helpful and competent individual (helpfulness). At a conceptual level, the two factors are quite consistent with Oliners' (1988) description of individuals who rescued Jews during the time of the Holocaust and with Colby & Damon's (1992) description of 23 individuals whom they identified as lifelong altruists or moral examplars.

Hypothesis 2:

This hypothesis states that there will be a significant difference in the personality of civil servants on pro-social behaviour.

Variables	N	Mean	SD	X^2	df	P	Remark
Personality Types	245	62.58	22.88	92.416	12		
						.000	Sig
Prosocial Organizational Behaviour	245	35.41	12.69	60.514	16		

Source: Field Survey, 2018.

Result in table 2 above reveal a significant score that, there is a significant difference in personality types of civil servants who behave prosocially in some selected ministries in Benue State. (X^2 (12, 16 df) = 92.416, 60.514, P<.01). The stated hypothesis is therefore confirmed and accepted. The result is in line with that of George (1991). A member of the organization is ready to undergo pro-social behaviour, due to a positive mood which is instantaneous. The positive mood approach suggests that pro-social behaviour may be somewhat spontaneous in gesture resulting from individual's psychological wellbeing which is instantaneous and temporary, the positive mood and psychological wellbeing refer to a longitudinal and a stable personality trait.

According to the social exchange theory of pro-social organizational behaviour, developed by Blau (1964), pro-social organizational behaviour goes beyond specific role requirements. It is entirely on a voluntary basis and not enforceable requirement of the role itself. However, Higgmis (2002) affirms in his study on, "Does Personality provide unique explanations for behaviour?". Personality as cross-person variability in general principles, he proposes that personality does not provide a unique explanation for social behaviour.

Hypothesis 3:
This hypothesis states that, there will be a significant gender difference on pro-social organizational behaviour among civil servants.

Table 3: T-test Summary Table showing Gender Difference on pro-social Organizational Behaviour among civil servants.

Variables	N	Mean	SD	t	df	P	Remark
Male	122	34.31	8.23				
				-1.352	243	.178	Not Sig
Female	123	36.50	15.90				

Source: Field Survey, 2018.

Result in table 3 above shows no significant score, it shows no significant gender difference on pro-social organizational behaviour among civil servants in some selected ministries in Benue State (t(243 df) = -1.352; P< 0.5). The hypothesis is therefore, rejected. The finding is similar to that of Nwankwo and Ofoke (2013), who examined the role of competence and gender on pro-social organizational behaviour with 160 participants revealing that, gender has no significant effect on the pro-social behaviour of workers from ministry of Health Ebonyi State, Nigeria.

Also, Ma (2005) in his work on the relationship between Gender Role Classification and Pro-social and Anti-social behaviour for 505 (Chinese adolescents in grades 7 to 12. The author, found no significant gender difference in pro-social behaviour and that pro-social behaviour was associated positively with both masculinity and feminity.

Conclusion

The study examined the influence of personality types on pro-social organizational behaviour among civil servants. As suggested, the hypotheses formulated for the study showed that personality types have significant influence on pro-social organizational behaviour and that there is no significant gender difference on pro-social organizational behaviour.

Recommendations

The study makes the following recommendations based on the findings of the study as follows;

1. Further research work should be done in the area of influence of culture, religion, and nature of self-esteem or efficacy which are factors that moderate pro-social behaviour.

2. The study also recommends that, future studies should consider the langer industry settings, society and community rather than civil servants

for a much better generalization of findings.

3. The study further recommends that both men and women should be involved in pro-social organizational behavioural activities as there is no gender restriction in this regard.

4. The study finally recommends that organizations should take into consideration personality type of individuals during recruitment, selection and placement for effective organizational performance of workers by identifying the appropriate personality type during screening and interviews of prospective employees.It is worthy to note that issues of personality type and pro-social behaviour as social behaviour have been investigated, several areas also need to be explored. More research work need to be done in the area of influence of cultural, religious, nature of self-esteem or efficacy which is factor moderating to pro-social behaviour.

Other researchers should consider the larger industry settings, society and community rather than civil servants in selected ministries, for better generalization of findings.

Organizations, managers, and administrators should understand the better the individual personality type before employing or selecting them as workers.

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