

**ABSTRACT**

NAME OF COMPANY: Analog Devices Inc.

ADDRESS: Gateway Business Park, Javalera, Gen. Trias, Cavite

TITLE: IMPLICATIONS OF PERSONALITY TYPES AND STRESSORS FOR COPING BEHAVIOR AMONG PRIMARY WAGE EARNERS IN A MANUFACTURING FIRM

TOTAL NUMBER OF PAGES: 83

AUTHORS: Zarah Michelle Y. Reyes

Christian Lawrence C. Tolentino

FUNDING SOURCES: PARENTS **COST:** 10,000

DATE STARTED: July 2004

DATE COMPLETED: March 2005

Objectives of the Study**A. GENERAL:**

To know the implications of personality types and stressors for coping behavior among primary wage earners in a manufacturing firm.

B. SPECIFIC:

1. What is the demographic profile of primary wage earners in terms of the following:
 - a. gender,
 - b. education,



- c. occupation,
 - d. monthly salary, and
 - e. number of siblings?
2. What is the personality type profile of primary wage earners according to:
 - a. Type A and
 - b. Type B?
 3. What is the stress profile among primary wage earner according to the following factors:
 - a. Job-related factors and
 - b. External factors?
 4. What is the coping behavior profile of primary wage earners?
 5. What is the implication of personality types among primary wage earners for their coping behaviors?
 6. What is the implication of stressors for their coping behaviors?

Scope and Delimitations

The study covers the implications of personality types and stressors for coping behavior among primary wage earners in a manufacturing firm. The researchers obtained the sample through



purposive sampling technique. The respondents of the study were thirty (30) primary wage earners in a manufacturing firm whose age ranges from twenty (20) to thirty-five (35) years and having rank and file position.

Methodology

A descriptive type of research and survey method was used in the study through the use of the purposive sampling technique. The researchers chose thirty (30) respondents from Analog Devices Inc. who are primary wage earners. Data were gathered by using the three-researcher made questionnaire which were the Type A/B personality test, Stressor Checklist and Coping Checklist. The statistical tools utilized were the Descriptive statistics such as frequency distribution, mean, percentage, and ranking.

Major Findings

The following findings resulted from the study:

1. The demographic profile of the respondents showed that there are more male workers in the firm. Majority of the respondents are vocational graduates, work as a test technician, most of the respondents salary ranges from 11,000-13,000 and have 4-6 number of siblings.



2. Majority of the respondents have Type B personality.
3. The respondents are more stressed to external to job factors specifically, financial problems, death of a loved one, and family problems.
4. The respondents coping behavior is emotion-focused coping particularly seeking social support, positive reappraisal, and escape-avoidance.

Conclusions

The researchers concluded the following based on the findings of the study:

1. The Primary wage earners showed Type B personality. Type B personality elicits characteristics such as low levels of impatience, competitiveness, hostility, and cynicism and more relaxed and easy-going attitude toward life.
2. The Primary wage earners found with type B personality get stressed to external to job factors mostly on, financial problems, death of a loved one, and family problems.
3. The Primary wage earners coping behavior was found to be emotion-focused coping specifically, seeking social support, positive reappraisal, and escape-avoidance.



Recommendations

In this study, the researchers recommend the following:

1. It is highly recommended that companies design organization-based strategies for managing stress. Like family-supportive practices which helps reduce the stress of work-family conflicts; stress management programs which is a systematic efforts by organizations designed to help employees reduce or prevent stress; and employee assistance programs which provide employees with assistance in meeting various problems.
2. More studies be made regarding the implication of personality types and stressors for coping behavior of primary wage earners.
3. It is recommended that the number of respondents should be increased and psychological variables such as cognitive and environmental factors may be included.