A Study of Relationship Between Prakriti and Career Satisfaction

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ABSTRACT

Ayurveda is the alternative medical system originated in India. It treats people based on the prakriti of an individual. Prakriti is the concept in Ayurveda that talks about the personality of individuals in terms of their physical as well as mental characteristics. The three basic elements, Vata, Kapha, Pitta are present in every one and their level defines the Prakriti of that individual. Prakrit impacts various aspects of life of in individual in many ways. Starting from the temperament of an individual to their physical structure as well as their behaviour. The career one choses should be backed by one's personality, if it is not so then the person might miserably fail in one's own career. This paper attempted to look at this relationship between Prakriti i.e., personality as per Ayurveda and career satisfaction. Questionnaire as a tool was used to collect data. ANOVA was used to find the significance level of the relationship between the two variables and the current study found out, based on the data collected and analyzed that the carrier satisfaction is not affected by the prakriti type of an individual. This implies that other than prakriti there are several other strong factors that influence the level of satisfaction of an individual in his or her career.

Keywords: *Career Satisfaction, Job Satisfaction, Kapha, Pitta, Vata, Prakriti*

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INTRODUCTION

CONCEPT OF *PRAKRITI*

Prakriti is the state of a person in its most natural state. Every individual is supposed to have a fixed Prakriti that is formulated by the condition of *Tridosha* at the time of the conception, according to Ayurveda. The *Prakriti* of a person is determined by the dominance of one, two, or all three *Doshas* (body humors- *Vata, Pitta, and Kapha*). As a result, *Prakriti* refers to an individual's genetically defined anatomical, physiological, and psychological makeup. *Prakriti* also defines an individual's reaction to environmental stimuli, medications, and disease susceptibility, making it one of the earliest recognized principles in preventive, personalized, or genomic medicine. *Vata, Kapha, and Pitta* are the three *Dosha*s discussed in Ayurveda. Each Dosha has its own set of physical and mental traits. *Vata* is extremely important for health because it provides the required motion for all bodily processes. Vata is extremely important for health because it provides the required motion for all bodily processes. The *Vata dosha* is associated with being lean, energetic, and imaginative. They are known for their ability to think outside the box, but they are easily distracted. Furthermore, their mood is influenced by the atmosphere, the people around them, and the foods they consume.

Kapha is primarily made from earth and water elements. It is dense, stable, gross, and cloudy, and it is high, sluggish, cold, elegant, smooth, and delicate. All things have structure and robustness because of *Kapha*; it provides the cohesion needed to sustain a selected shape. Kapha also hydrates all cells and structures, lubricates joints, hydrates the skin, retains immunity, and protects the tissues. *Kapha* is usually linked to water energy, and also love and compassion. The *Kapha* body is physically strong, compact, and tall, with broad thighs, hips, bums, and chest, and a proclivity for being overweight. Big, attractive blue or dark-colored eyes are typical of *Kaph*a styles. Their skin is, cool, and radiant in the slightest degree times. *Kapha* hair is thick, lavish, and plentiful, typically blonde, or dark in colour and wavy. *Kapha* people produce lots of mucus and other milky secretions, and their voices are delicate and sometimes obstructed by mucus. *Kapha* people are beautiful, have a natural sensuality, and are usually very fertile. *Pitta* is created from two elements: fire and water. Pitta is often translated as "that which digests objects." this can be the dosha that is answerable for our ability to mentally digest our life experiences in addition as biologically digest our food, in keeping with Ayurveda. *Pitta* is accountable of all of our chemical and metabolic processes. Pitta, according to Ayurveda, regulates heat, metabolism, and transformation within the mind and body. It also regulates how food is digested, how sensory stimuli are metabolised, and the way one understands the

difference between right and wrong. Pitta is in control of the body's digestive "Agni," or fire

Physical and Mental Characteristics of the three Doshas:

Characteristics	Kapha	Pitta	Vata
Body Frame	Large	Medium	Thin
Body Weight	Tendency for excess weight	Moderate weight	Thin and Lean/ Slender
Skin type	Thick, Oily, Cold, Pale	Soft, warm, Moist (slight wrinkles, moles, and acne	Dry and Rough, Thin, cracked, cool
Eyes	Big, Large wide, prominent, dense	Medium Size, sharp and penetrating gaze	Sunken, small, dry, thin
Hair	Thick, dark, soft, wavy	Thin, fine, silky and oily	Dry, scanty, coarse and curly
Complexion	Fair, Bright	Coppery, yellowish, reddish	Brown
Disease Tendency	Mucus, congestion	Inflammation, heat, fever	Nerve diseases
Personality Strengths	Loyal, calm, forgiving, content, tolerant	Leader, Sharp, Good orators, Ambitious	Creative, quick understanding, imaginative
Personality weaknesses	Greed, attachment, possessiveness, self-centered	Angry, jealously, irritability	Nervous, fearful, anxious, lack willpower
Physiological traits	Slow digestion, good stamina, sound sleep, Crave bitter and pungent foods	Good digestion, strong appetite and metabolism, body temperatures run slightly higher than average	Crave sweet, sour and salty food. Disturbed sleep, cold hands, and feet.
Miscellaneous traits	Relaxed, Loving, Faithful, prone to depression	Focused, assertive, competitive, passionate	Lively, fun, full of joy and enthusiasm

Source: NDTV Food Desk (2017)

CAREER SATISFACTION:

Career satisfaction refers to how happy you are with your current job. It has to do with how happy you are in your chosen profession and the job you do as part of your duties in that profession. You are most likely feeling career dissatisfaction if you are dissatisfied with either the type of work you are doing or the general responsibilities and duties of the occupation. Job satisfaction refers to how satisfied you are with specific aspects of your job and its surroundings. Employment satisfaction, in other words, is a result of your feelings of contentment with your working circumstances, atmosphere, job rewards, work place, work relationships, and other factors. You are experiencing job dissatisfaction if you are unhappy with your workplace – the atmosphere, the people you work with, the venue, the benefits, the working conditions, and so on.

CAREER SATISFACTION AND *PRAKRITI*

If one chooses a career that is not supported by their personality there are chances the person will get highly depressed which will affect their productivity/efficiency at work. A personality of a person describes the physical and the mental characteristics of the individual. These characteristics drive, the behaviour, the attitude, perception and likes and dislikes of every person.

Selection of a career is governed by many other factors apart from the personality. These factors include, the family/friends influence, the trend in the market, the availability of jobs and the financial returns in the career option, the location, and the interest factor is the one which is dependent on the personality of the person. An individual likes or dislikes something is dependent on his/her personality. In Ayurveda it is the concept of Prakriti that is equivalent to the concept of personality in psychology.

RESEARCH METHODOLOGY:

OBJECTIVE OF THE STUDY: To study the relationship between Prakriti and Career satisfaction of employees in Banking sector.

RESEARCH DESIGN: Descriptive

POPULATION: Individuals working in Banking Industry in Maharashtra and Gujarat

SAMPLING: Convenience and Snowball sampling procedure.

SAMPLING UNIT: Employees

SAMPLE SIZE: 55 employees

DATA COLLECTION INSTRUMENT: The questionnaire used in this study for assessment of prakriti has been adapted from the instrument developed by Dr. Kishore Patwardhan and Ms. Rashmi Sharma, associated with Kriya Sharira department of Banaras Hindu University. The instrument has been validated by the authors, so it was used as it was available. A set of 9 questions was used on a Likert scale to map the career satisfaction level of the employees.

LITERATURE REVIEW

Brian and Ready (2012) studied the influence of personal characteristics and contextual characteristics on employees' career satisfaction. Data was collected from 232 employees of an organisation in Korea. Factor analysis was applied for assessing the measurement model and multiple regression was used to explain the variation in the career satisfaction level. All of the constructs were found to be important predictors of job satisfaction after correlation analysis. Employees had the highest workplace satisfaction when they had a higher performance target mindset, a higher learning atmosphere, and a better relationship with their boss, which accounted for 22% of the difference in career satisfaction. The relationship between success target orientation and job satisfaction was found to be moderated by LMX. From the analysis done it was observed that ccontextual factors (i.e., organizational learning culture and LMX quality) are more important than personality factors in supporting employees' job satisfaction in the Korean cultural context. HR/OD professionals can help improve career satisfaction through implementing activities like behavioral change and leadership growth through coaching and mentoring.

Chapman and Luthar (1982) in their article suggest a conceptual framework for the factors that affect teachers' job satisfaction and reports on a study that used that framework to look at the relationship between selected skills, beliefs, and achievements and teachers' job satisfaction. The scheme was confirmed by the results. Women, in particular, were happier with their teaching jobs than men. Teachers' abilities and skills were linked to satisfaction in a meaningful way, but they only accounted for a small portion of the additional variance. Career satisfaction is linked to placing a low value on tasks and achievements that, considering the school's structure, might be difficult to achieve. Real achievements in these fields, on the other hand, have a clear positive relationship with satisfaction. Finally, the value of administrative recognition for teachers' job satisfaction was addressed.

In a field study by Lounsbury et al (2004), structural equations modelling with LISREL 8 was used to test a computational model suggesting pathways from personality traits to job satisfaction and life satisfaction, as well as from career satisfaction to life satisfaction. A convenience selection of 1,352 information science practitioners took part in the study. Extraversion, optimism, assertiveness, openness, and emotional maturity were discovered as oblique personality factors in an exploratory maximum likelihood common factor study, while conscientiousness and tough-mindedness were discovered as oblique personality factors in the second. The results showed that a two-factor personality model matched well, with substantial ties between both personality factors and job satisfaction, the second personality factor and life satisfaction, and career and life satisfaction. The findings are explored in terms of similarities to previous research, drawbacks, and areas for future research, with a focus on the role of personality in job satisfaction and the relationship between career and life satisfaction.

Lounsbury et al (2012) in their study used Holland's vocational theory, Schneider's Attraction Selection Attrition model, and the Big Five/narrow traits model of personality to identify key Big Five and narrow personality traits that both differentiate scientists from other professions and are linked to their job satisfaction. A group of 2,015 scientists had significantly higher levels of transparency, intrinsic motivation, and resilience, and significantly lower levels of assertiveness, conscientiousness, emotional health, extraversion, optimism, and imaginative style, compared to a group of 78,753 nonscientists. Scientists' career satisfaction was linked to seven personality traits: agreeableness/teamwork, assertiveness, emotional stability, extraversion, openness, optimism, and work drive. A psychological profile of scientists was built based on these findings. The results were explored in terms of their practical importance and person–occupation fit for scientists' work. Scientists' recruitment, selection, management, and promotion, as well as their preparation, growth, coaching, counselling, and mentoring, all have implications.

Tripathi and Singh (1994) in their study reviewed that the Ayurvedic literature contains a systematic description of psychosomatic constitution, as well as genetic and environmental denominators. The psychosomatic constitution, also known as *Deha Prakrti* in Ayurveda, is described by a vivid summary of an individual's Physique, Physiology, and psychological make-up. The *Deha Prakrti* is mainly genetically determined, although it is likely to be affected to some degree by several environmental factors. *Deha Prakrti* is the most important factor that determines an individual's susceptibility to various diseases, as well as their prognosis, course, and complications.

Shilawant (2016) undertook research to study the concept of Prakrut and Vikrut dosha in relation with the lifestyle disorder. They Compiled the different meanings from text, dictionary and samhita related to the topic, Established the relation of *Prakrut* and *Vaikrut dosha* in terms of Lifestyle disorders and explored and elaborated the concept of Tridosha and Prakruti by referring books, papers, *samhita,* related to lifestyle disorder. They concluded in their study that the Concept of *Tridosha* in terms of *Prakruta* and *Vaikruta dosha* are related to lifestyle disorder. Lifestyle itself is responsible for to overcome the lifetyle disorder, *Samyaka, Ahar, Vihar* and *Vichar* according to *Doshaja Prakruti* based on *Guna* and *Rasa* is beneficial for personalized prevention and medication and use of *Rasayan* according to *Doshaja Prakriti* is helpful to maintain health.

Levy et al, (2011) conducted a study and the aim of their study was to investigate the relationship between personality traits and accountants' job satisfaction. All the Big Five traits (Agreeableness/Teamwork, Conscientiousness, Emotional Stability, Extraversion, and Openness) as well as four narrow traits (Assertiveness, Customer-Service Orientation, Optimism, and Work Drive) were significantly linked to Career Satisfaction in a study of 684 accounting professionals. Accountants and other practitioners were also compared in terms of personality. The consequences for practice were discussed.

The balanced interplay of three functional principles or dosha – *Vata, Pitta,* and *Kapha* – that regulate psychophysical functions results in health, according to the Indian medical system of Ayurveda. *Prakriti* defines a person's psychophysical constitution based on the relative proportion of the three dosha in their body. The aim of this pilot study conducted by Fave et al (2015) was to compare the two approaches to assessing *Prakriti,* personality, and emotional traits in individuals. The following self-assessment instruments were used to collect data from 391 adult participants: The Questionnaire on Dosha Prakriti Ayurveda (QDAV) was developed specifically for this research to assess *Prakriti*; the Big Five Inventory (BFI) was used to assess personality; the Positive Affect Negative Affect Schedule (PANAS) was used to assess emotional profile; and the Short Form Health Survey (SF-36) was used to assess perceived health. Participants' *Prakriti* profiles were first defined using QDAV, and then using its implemented version QDAV-R. Individuals with predominant *Vata, Pitta*, or *Kapha Prakriti* (N = 173) were chosen for further investigation. According to the findings, *Prakriti* classification can be successfully incorporated into diagnosis and treatment procedures in healthcare and psychotherapy. These findings can be used to direct future research aimed at integrating psychophysical measures derived from various information traditions into a systematic, person-centered approach to health and well-being.

(Lounsbury et al., 2012) found the key personality features that distinguish customer service (CS) personnel from other occupations and are associated to their career satisfaction in their study "Key personality traits and career satisfaction of customer service workers." Higher degrees of conscientiousness, customer service orientation, and reduced tough-mindedness distinguished 2,610 Customer Service personnel from other occupational categories. Customer service orientation, emotional stability, extraversion, and tough-mindedness were all found to be strongly, positively associated to career satisfaction among customer service representatives (CSRs). The adaptive usefulness of these attributes for the recruitment, selection, and management of customer service professionals was examined. This study used data from an archival database that contained information on people's various vocations and industries, including 2,641 CSRs and 76,788 people in other occupations. The Big Five personality traits, as well as six more specific personality traits, were all measured. Customer Service employees were found to have higher degrees of conscientiousness, customer service orientation, and lower tough-mindedness than other occupational categories as a consequence of the study. Conscientiousness, customer service orientation, emotional stability, extraversion, and tough-mindedness were also found to be significantly linked to job satisfaction. The Big Five traits (Openness, Agreeableness, Conscientiousness, Extraversion, and Emotional Stability) contributed for 22% of the variance in CSR job satisfaction in hierarchical multiple regression, while the narrow traits added another 6%.

In their work, (Lounsbury et al., 2008) looked at personality variables and career satisfaction among human resources (HR) managers. An archive of 1846 HR managers and 1375 nonmanagers was used to extract 'Big Five' and narrow personality traits, as well as management style factors. Many of the study characteristics, most of which were also connected to job satisfaction, showed that HR managers varied from 51,297 people in other occupations and non-managerial HR specialists. The implications for HR manager differentiated selection and development were examined.

(Loveland et al., 2015) researched into the link between personality factors and salespeople's job and career satisfaction. The researchers also looked into how much physiologically based personality factors could predict work and career happiness. They used latent profile analysis (LPA) to assess a sample of 299 salespeople on emotional stability, extraversion, work drive, teamwork orientation, customer service orientation, optimism, and both job and career satisfaction. They discovered two distinct groups, which were markedly different along the biologically based traits of optimism, extraversion, emotional stability, and both job and career satisfaction. The inequalities between these groups were notably noticeable when it came to job satisfaction. The inequalities between these groups were

notably noticeable when it came to job satisfaction. The findings suggested that instead of attempting to teach applicants to cope with the emotional and visceral parts of sales, companies should focus their limited resources on enhancing the skill sets of salespeople with the "correct" disposition.

Despite a lengthy history of study demonstrating that artists differ from the general population on personality traits associated to creativity, little research has been done on the impact of personality on employment and career satisfaction. (Loveland et al., 2016) centred their research on creative traits and the professional interests of persons who choose a career in the arts. To fill this vacuum in the literature, the authors looked at personality traits and job/career satisfaction among 566 artists who worked in a variety of contexts. Career satisfaction was found to be strongly linked to the personality qualities of optimism and emotional stability. Other personality qualities, such as teamwork orientation, job drive, and customer orientation, were also linked, albeit not as significantly. The findings have significant implications for the management of artists. These ramifications are examined, as well as potential study ideas for the future.

Personality qualities were explored in connection to accountants' career satisfaction (Levy et al., 2011). All of the Big Five traits (Agreeableness/Teamwork, Conscientiousness, Emotional Stability, Extraversion, and Openness) as well as four narrow traits (Assertiveness, Customer-Service Orientation, Optimism, and Work Drive) were significantly related to Career Satisfaction in a sample of 684 accounting professionals. Accountants and other professionals were also compared in terms of personality. The study looked at the impact of Big Five and narrow personality factors on accountants' job satisfaction. Their theoretical framework was based on John Holland's person-career fit model (Holland, 1985, 1996), which identifies links between personality and interests for various occupations and specific person-job contexts as determinants of professional satisfaction, stability, and achievement. Accounting as a profession has had a high rate of turnover, particularly among public accountants (Conner, Hooks, & McGuire, 1999). Accounting academics have recently highlighted a scarcity of talent in the global accounting pool, posing major recruitment challenges (Yamamura & Westerman, 2007). According to the Bureau of Labour Statistics (2010), accountant and auditor occupations will expand by 22% by 2018. Such projections underline the necessity to hire and retain new accountants who possess the attributes necessary for success and satisfaction in the ever-changing accounting profession. Accountants' environmental responsibilities have shifted substantially in recent years. In an effort to equip the accounting workforce to address the difficulties of ever-changing economic, business, and global markets, the American Institute of Certified Public Accountants (AICPA) launched the CPA Vision project—2011 and beyond (AICP, 2000) in 2000.

RESULTS AND DISCUSSIONS

Responses were collected from 55 employees from different industries and of different age groups. The questionnaire assessed their prakriti and their level of satisfaction. Out of 55 respondents 75% of them were of Kapha prakriti, 9% were of Pitta prakriti, and 16 % were of Vata prakriti. The career satisfaction was assessed on a 5-point scale and based on the scores the respondents were classified into three career satisfaction levels, they are High, Low and Average. Out of the total respondents, it was observed that 22% had average career satisfaction, 5% had low career satisfaction and 73% were having high career satisfaction.

Chi-square test was applied to find out whether any strong relationship exists between the prakriti and the career satisfaction level of the employees i.e., does the career satisfaction level vary among the three different prakriti's. The p value obtained from the chi-square test applied was 0.499 which is more than the alpha i.e., 0.05. This shows that the two variables prakriti and career satisfaction level are independent.

Table no. 1

Observed		Career satisfaction Level			
		Average	High	Low	Grand Total
Prakriti	Kapha	9	31	1	41
	Pitta	1	3	1	5
	Vata	2	6	1	9
	Grand Total	12	40	3	55
Expected		Career satisfaction Level			
		Average	High	Low	Grand Total
Prakriti	Kapha	8.9455	30	2.2363636	41
	Pitta	1.0909	3.6	0.2727273	5
	Vata	1.9636	6.5	0.4909091	9
	Grand Total	12	40	3	55

To further check the relationship based on the actual scores, ANOVA was used. The result of which was, the F-value was 0.93082 which was less than the f-critic value 3. 175141. This shows that the null hypothesis is accepted which means there is no significant difference in the career satisfaction score of different prakriti. This depicts that??

Table no. 2
Anova: Single Factor

SUMMARY						
Groups	**Count**	**Sum**	**Average**	**Variance**		
Kapha	41	1340	32.68292683	45.37195122		
Pitta	5	140	28	62.5		
Vata	9	294	32.66666667	89.5		
ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	99.55831486	2	49.77915743	0.930826933	0.400696	3.175141
Within Groups	2780.878049	52	53.47842402			
Total	**2880.436364**	**54**				

Prakriti i.e., the concept of personality in Ayurveda is one of the determining factors of any individuals physical as well as mental characteristics, and it also influences the likes and dislikes or the interests of the individuals in various things as well as various aspects of life.

When an individual is choosing a career cased on their interests and likings the career satisfaction tends to be higher compared to those who are forced into a career by any other reason. The assumption made in this study was that *Prakriti* has an impact on the career satisfaction of the employees, but when it was empirically tested, they were found to be independent of each other.

CONCLUSION AND IMPLICATIONS

Ayurveda as a traditional medicinal science has great relevance in understanding the physiology as well as the psychology of any individual. Classify people based on their properties is determined by the dominance of the elements out of *Vata Kapha* and *Pitta.* Each element has unique physiological and psychological traits associated with it based on which the individuals can be differentiated from each other.

As *prakriti* dictates the personality attributes it is assumed to impact the career choices and satisfaction in the career in a same way. Though the current study found out, based on the data collected and analyzed that the carrier satisfaction is not affected by the *prakriti* type of an individual. This implies that other than prakriti there are several other strong factors that influence the level of satisfaction of an individual in his or her career.

The factors that could affect the career satisfaction of an employee could be the monetary benefits the person is earning the location of the job interpersonal relations at workplace the working environment etc. This implies that the career satisfaction is generally assumed to be related to the personality of an individual does not turn out to be so based on empirical data. And it gives a food for thought to managers to delve into understanding what are the factors can contribute the career satisfaction of the employees.

Limitations and Scope for Further Research

Results of this research study needs to be interpreted in the context of some limitations. First this study has data from only Gujarat and Maharashtra region both of which are coastal areas and the climatic conditions affect the prakriti is of people as per Ayurveda. As it is specific to these to region generalization of results to other regions cannot be done unless tested. Therefore, there is a further scope in the study to be conducted in different regions in order to understand the relationship between prakriti and career satisfaction more intensively.

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