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THE INFLUENCE OF PERSONALITY TRAITS ON THE CAREER ADAPTABILITY OF COMMUNE POLICE AT THE GRASSROOTS LEVEL

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Abstract

Career adaptability is a psychosocial construct that represents an individual's readiness and resources to cope with current and future career change and development (Savickas, 2012). This study aims to explore the influence of Big Five personality traits on career adaptability and its dimensions (concern, control, curiosity, confidence, and cooperation). The study is conducted on 350 Police officers working at the Commune police unit (not including Ward and Town Police). The results show that personality traits have an influence and can predict changes in overall career adaptability of Commune police. In addition, personality traits also have an impact on each dimension of career adaptability.

Keywords: Career adaptability, influence, personality traits, Commune police, grassroots level...

1. Introduction

In the context of the increasingly complex security and order situation at the grassroots level, the deployment of regular police forces to communes has become an urgent and long-term strategic requirement of the Party, State and Ministry of Public Security. Previously, although the semi-professional communal police force made important contributions, it still had many limitations in terms of professional expertise, equipment and ability to handle arising situations. Meanwhile, crimes and social evils tend to increase, methods of action are increasingly sophisticated. This requires the communal police force to have strong political will and high

professional qualifications to meet the requirements of maintaining security and order in the area in the new situation. In addition, the mobilization of regular police to communes not only aims to enhance the ability to prevent and combat crime right from the grassroots level, but also contributes to improving the effectiveness of state management of security and order; implementing administrative reforms; building a solid people's security posture; and ensuring close coordination between forces, creating a stable foundation for local socio-economic development. This is a necessary step, demonstrating high political determination in

innovating and improving the quality of the People's Public Security force towards regularization, eliteness and modernity. To meet the professional requirements, each Commune police (CP) officer needs to have appropriate changes in adaptability to effectively perform the tasks of ensuring security and order at the grassroots level.

There have been a number of domestic and foreign studies investigating the influence of personality traits on the career adaptability of law enforcement forces in general and the police force in particular (Denys et al., 2017; Oleszkiewicz et al., 2022; Sarki et al., 2020) (Tran Thu Huong, 2016). However, there has been almost no research investigating the influence of personality on career adaptability based on the Career Adapt-Abilities Scale and Cooperation (CAAS + C). The Career Adapt-Abilities Scale and Cooperation assesses career adaptability across five dimensions: concern, control, curiosity, confidence and cooperation.

With the aim of studying the current situation of the impact of personality traits on the career adaptability of the Commune police at the grassroots level, who are working day and night, regardless of difficulties, to contribute to ensuring security and order at the grassroots level, and at the same time contributing to providing more documents on the factors affecting the career adaptability of the Commune Police, I have chosen to study: *"The influence of personality traits on the career adaptability of Commune police at the grassroots level"*.

2. Research object and method

2.1. Research objects

This study is conducted on 350 Police officers directly working at Commune-level Police units (excluding Ward and Town Police) including the Northern provinces to Thua Thien Hue.

2.2. Research methods

2.2.1. Career adaptability

The study used the Career Adapt-Ability Scale + Cooperation (CAAS+ C) of Savickas et al. The scale includes five sub-scales with 33 items including: Concern (6 items); Control (6 items); Curiosity (6 items); Confidence (6 items); Cooperation (9 items). The scales were tested for reliability with Cronbach's Alpha coefficient reaching a very good level.

Table 1: The reliability of the Career Adapt-Ability Scale and Sub-scales

Number	Sub-scales	Cronbach's Alpha
1	Concern	0.903
2	Control	0.881
3	Curiosity	0.830
4	Confidence	0.913
5	Cooperation	0.966
Overall career adaptability		0.965

The object will rate the statements on the sub-scales to what extent they are true to themselves on a 5-point Likert scale as follows: 1 point - Strongly unlike me; 2 points - Unlike me; 3 points - More unlike me; 4 points - More like me; 5 points - Like me; 6 points - Strongly like me. The mean score (MS) of the items in a sub-scale reflects the object's level of career adaptability. The higher the

mean score of the scale is, the higher the career adaptability of the Commune police is.

2.2.2. Big Five personality traits

We used the Big Five Inventory (BFI - S) personality test Sub-scale developed by Lang and colleagues and standardized in Vietnam by Associate Professor, /Dr. Truong Thi Khanh Ha and colleagues (2017). This scale consists of 15 items, divided into 5 personality types, the items are divided into 6 levels on the Likert scale, assigned specific scores as follows: 1 point - Strongly unlike me; 2 points - Unlike me; 3 points - More unlike me; 4 points - More like me; 5 points - Like me; 6 points - Strongly like me. This scale has a Cronbach's Alpha coefficient = 0.719, which is quite high and acceptable in research.

2.2.3. Statistical analysis

We use SPSS 27.0 software to process and analyze data with the following methods: Descriptive statistical analysis with mean score (MS), standard deviation (SD); Using One Sample T-test to compare differences between groups of objects; Correlation analysis to find out the relationship between variables; Linear regression analysis is used to examine the relationship between variables.

3. Results

3.1. Current situation of career adaptability of Commune Police at the grassroots level

The study assessed career adaptability across five dimensions: Concern, Control, Curiosity, Confidence and Cooperation. The results of the current situation of career adaptability of the Commune police are shown in the following table:

Table 2. Current situation of career adaptability of Commune police in different dimensions

Dimensions	MS	SD	Rank
Confidence	4.81	0.90	1
Control	4.77	0.94	2
Cooperation	4.61	0.79	3
Curiosity	4.49	0.89	4
Concern	4.34	1.11	5
Overall career adaptability	4.60	0.82	

The data in the table shows that the mean score (MS) of the dimensions is 4.60 with standard deviation (SD) = 0.82. This reflects the high level of career adaptability of CP, and also shows the uniformity in the assessment of the research objects. The mean scores for each dimension ranged from 4.34 to 4.81 on a 6-point scale, indicating positive assessments across most dimensions of career adaptability. In which, the *confidence* dimension (MS = 4.81) and the *control* dimension (MS = 4.77) are evaluated most positively, which shows that CP officers have a proactive attitude, are ready to perform their tasks, and in the process of performing their tasks, CP officers demonstrate responsibility and comply with regulations and work procedures. The *cooperation* dimension with MS = 4.61, SD = 0.79 is also assessed at a high level and has the lowest SD, demonstrating the uniformity of CP officers in their willingness to cooperate during the performance of tasks. The *cooperation* dimension was also highly evaluated by CP officers with MS = 4.49, SD = 0.89, demonstrating the initiative to learn about tasks and the ability to develop oneself. The *concern*

dimension (MS = 4.33) had the lowest mean and highest standard deviation (1.11), indicating significant differences among individuals in their level of concern in their tasks and career future.

3.2. The correlation between personality traits and career adaptability of Commune police officers

Many studies have shown that personality traits are one of the important factors affecting an individual's career adaptability (Steven & Robert, 2013), (Zacher, 2014), (Rudolph et al., 2017). To study the influence of personality traits on the career adaptability of CP, the author used the Big Five Inventory 15-item personality test subscale (BFI - S) developed by Lang and colleagues and standardized in Vietnam by Associate Professor, Dr. Dr. Truong Thi Khanh Ha and colleagues (2017). The author analyzed the correlation coefficient between CP's personality traits and their career adaptability. The correlation results are shown in the following data table:

Table 3. Correlation table between personality traits and career adaptability of Commune police at the grassroots level

Number	Personality traits	r	p
1	Neuroticism	-0.25**	< 0.01
2	Extroversion	0.28**	< 0.01
3	Openness for experience	0.11*	< 0.05
4	Agreeableness	0.53**	< 0.01
5	Conscientiousness	0.55**	< 0.01

Note: * $p < 0.05$; ** $p < 0.01$

Through the correlation analysis table, it can be seen that personality traits are correlated with the career adaptability of the Commune police. However, each personality trait has a different level of correlation, specifically:

Neuroticism ($r = -0.22$; $p < 0.01$), this result shows that neuroticism is negatively correlated with career adaptability. This means that CP officers who are anxious, easily stressed and easily lose their temper in situations have lower career adaptability than those with other personality traits. Conversely, comrades who are less anxious and have a stable emotional state tend to have better career adaptation. The results of this study are similar to those of several previous studies that found that police officers with high levels of neuroticism had poorer career adaptability than their colleagues with other personality traits (Denys et al., 2017), (Sarki et al., 2020), (Oleszkiewicz et al., 2022).

Other personality traits include: Extraversion; openness to experience; agreeableness; and conscientiousness are all shown to be positively correlated with CP's career adaptability. In which, conscientiousness ($r = 0.55$; $p < 0.01$) has the strongest positive correlation with career adaptability, which shows that CP officers who are careful, hard-working and have effective working methods have higher career adaptability. Agreeableness ($r = 0.53$; $p < 0.01$) and extraversion ($r = 0.28$; $p < 0.01$) had a fairly strong positive correlation with CP's career adaptability. Comrades, who are friendly, sociable, have good communication skills and are dynamic, tend to adapt better. Openness to experience ($r = 0.11$; $p < 0.05$) also had a positive correlation with career adaptability, but this correlation was quite weak, indicating that openness to experience had an impact on CP's career adaptability but was not a decisive factor.

Thus, through the analysis of the correlation between personality traits and career adaptability of CP, it shows that: Personality traits are all correlated with career adaptability, in which extraversion, agreeableness, and conscientiousness are positively and strongly correlated with career adaptability. Openness to experience also has a positive correlation but at a weak level, suggesting that this personality trait does not have a large impact on CP's career adaptability. Conversely, neuroticism has a strong negative correlation, suggesting that CP comrades who are frequently anxious and stressed will have poorer adaptability. Based on these results, to improve career adaptability, each CP comrade needs to focus on training to develop positive personality traits while learning how to manage stress to minimize the negative effects of neuroticism.

3.3. The influence of personality traits on the dimensions of career adaptability of Commune police

To assess the influence of personality traits on the dimensions of career adaptability, we used linear regression analysis. The analysis results are shown in the following data table:

Table 4. The influence of personality traits on the dimensions of career adaptability of Commune police

Personality traits	Adaptivity dimension	R ²	β	p
Neuroticism	Concern	0.038	-0.202	< 0.01
	Control	0.047	-0.222	< 0.01
	Curiosity	0.017	-0.140	< 0.01
	Confidence	0.042	-0.211	< 0.01
	Cooperation	0.032	-0.186	< 0.01
	Career adaptability	0.044	-0.215	< 0.01
Extroversion	Concern	0.042	0.212	< 0.01
	Control	0.041	0.208	< 0.01
	Curiosity	0.056	0.241	< 0.01
	Confidence	0.066	0.263	< 0.01
	Cooperation	0.090	0.304	< 0.01
	Career adaptability	0.074	0.276	< 0.01
Openness to Experience	Concern	0.005	0.091	0.89
	Control	0.000	0.054	0.32
	Curiosity	0.021	0.154	< 0.01
	Confidence	0.001	0.062	0.25
	Cooperation	0.012	0.121	< 0.02
	Career adaptability	0.009	0.109	0.04
Agreeableness	Concern	0.171	0.416	< 0.01
	Control	0.186	0.434	< 0.01
	Curiosity	0.219	0.471	< 0.01
	Confidence	0.225	0.476	< 0.01

	Cooperation	0.310	0.558	< 0.01
	Career adaptability	0.278	0.529	< 0.01
Conscientiousness	Concern	0.174	0.420	< 0.01
	Control	0.183	0.431	< 0.01
	Curiosity	0.253	0.505	< 0.01
	Confidence	0.301	0.550	< 0.01
	Cooperation	0.286	0.537	< 0.01
	Career adaptability	0.295	0.545	< 0.01

The results of regression analysis show that personality traits basically have an influence on career adaptability, this influence is statistically significant ($p < 0.01$) and there is no multicollinearity (Durbin-Watson < 2), indicating that this result is reliable. In which, *conscientiousness* explains 29.5% of the variation in career adaptability with ($R^2 = 0.295$; $p < 0.01$), having the highest rate among personality traits; For the standardized Beta coefficient ($\beta = 0.545$), it shows that if a CP comrade has conscientiousness, it can affect overall career adaptability of that comrade by 54.5%. This demonstrates that conscientiousness has an influence and a predictive ability on CP's career adaptability. In other words, the more proactive, hardworking and effective comrades are in their work, the easier it is to adapt to professional activities at CP. Among them, *conscientiousness* has the strongest influence on the *confidence* dimension ($R^2 = 0.301$; $\beta = 0.550$; $p < 0.01$). This reflects that conscientiousness explains 30.1% of the variation in the confidence dimension of CP officers. Conscientiousness helps CP officers to be more responsible, more ready, and always strive to overcome difficulties to complete assigned tasks. Next, conscientiousness also had a significant effect and a predictive ability on the dimensions of *cooperation* ($R^2 = 0.286$; $\beta = 0.537$; $p < 0.01$), *curiosity* ($R^2 = 0.258$; $\beta = 0.505$; $p < 0.01$). For the dimensions of *concern* ($R^2 = 0.174$; $\beta = 0.420$; $p < 0.01$) and *control* ($R^2 = 0.183$; $\beta = 0.431$; $p < 0.01$) the explained variation is moderately high at 17.4% and 18.3%, respectively. This shows that conscientiousness is not a decisive factor in CP's concern and control. Thus, conscientiousness has a positive influence on the dimensions of career adaptability, with the greatest influence on the dimension of confidence, followed by the dimensions of cooperation and curiosity.

Next, *agreeableness* explained 27.8% of the variation in overall career adaptability of CP ($R^2 = 0.278$; $p < 0.01$). The Beta coefficient ($\beta = 0.529$) shows that if a CP comrade is conscientious, it can affect his or her career adaptability by 52.9%. This index shows that agreeableness also has a strong influence and can predict CP's career adaptability. In other words, the more friendly and sociable comrades are, the higher their career adaptability is. In which, *agreeableness* affects the *cooperation* dimension ($R^2 = 0.310$; $\beta = 0.558$; $p < 0.01$), explaining 31% of the variation of this dimension, which shows that agreeableness has the strongest influence and has the ability to predict the cooperation of CP officers. People with an *agreeable* personality are characterized by being friendly, courteous to others, considerate, and kind, so they are better able to establish and maintain relationships. Next, *agreeableness* has a significant effect on the dimensions of *confidence* ($R^2 = 0.225$; $\beta = 0.476$; $p < 0.01$), *curiosity* ($R^2 = 0.219$;

$\beta = 0.471$; $p < 0.01$) explaining 22.5% for confidence and 21.9% for curiosity, respectively. This shows that agreeableness also has a strong predictive ability on CP's confidence and curiosity. Agreeableness also helps CP comrades confidently perform their tasks and increase their ability to learn and explore their tasks and career development. For the dimensions of *concern* ($R^2 = 0.171$; $\beta = 0.416$; $p < 0.01$) and *control* ($R^2 = 0.183$; $\beta = 0.431$; $p < 0.01$), agreeableness also had a positive influence but only at a moderate level. Thus, agreeableness has a positive influence on the dimensions of career adaptability, with the strongest influence on the cooperation dimension, followed by confidence and curiosity.

Extraversion had an effect on overall career adaptability ($R^2 = 0.074$; $\beta = 0.276$; $p < 0.01$) and on the dimensions of adaptability at a weak level with an explanation of less than 10% of the variance. Of these, extroversion explained the highest variation in the cooperation dimension, reaching 9%. This shows that comrades who are open and talkative have better cooperation ability than other dimensions. However, extroversion does not completely determine the cooperation ability of CP officers but also depends on other factors.

Openness to experience has a negligible effect on career adaptability ($R^2 = 0.009$; $\beta = 0.109$; $p < 0.05$), especially has no effect on the dimensions of *concern*, *control*, and *confidence*. This shows that comrades, who have new ideas, like creative adventure and experience new things, are not really suitable for the tasks of CP. Perhaps the tasks of the People's Public Security forces in general and the CP force in particular are procedural, regulated and subject to strong control by law and the People's Public Security Regulations, so they are not really suitable for comrades with very different ideas or artistic creativity that is not appropriate to the task.

In contrast to the positive effects of the above personality traits, *neuroticism* hinders career adaptability in general and dimensions of adaptability in particular. *Neuroticism* ($R^2 = 0.44$; $p < 0.01$) explained 4.4% of the variation in career adaptability. However, the coefficient ($\beta = -0.215$) shows that neuroticism can hinder overall career adaptability of CP officers by up to 21.5%. This means that comrades who often feel anxious and are easily stressed will have poorer career adaptability. Especially, comrades with neurotic personality find it more difficult to control their tasks, and their responsibility for their tasks is significantly reduced ($\beta = -0.222$). Thus, *neuroticism* negatively affects and significantly hinders CP's career adaptability. This shows that, in order to improve career adaptability, it is necessary to have methods to limit negative personality traits from the neuroticism of CP officers.

Generally, personality traits have an impact on career adaptability in general and on dimensions of adaptability in particular. Among them, *conscientiousness* and *agreeableness* have strong influence and predictive ability on CP's career adaptability. *Conscientiousness* had the strongest influence on the dimension of confidence, and *agreeableness* had the strongest influence on the cooperativeness of CP. *Extraversion* and *openness to experience* have insignificant effects on career adaptability. *Neuroticism* has a negative impact or in other words, neuroticism hinders the career adaptability of CP. Therefore, to improve career adaptability, each CP officer needs to actively practice and improve positive personality traits, develop communication skills, be always proactive and highly responsible while performing tasks.

4. Conclusion

Through the survey results of 350 objects, the study showed the current situation of career adaptability of Commune police through five dimensions: Concern, control, curiosity, confidence and cooperation. Among them, confidence and control are most highly appreciated by Commune police officers. In addition, the study also showed that personality traits affect the career adaptability of Commune police. Specifically: Conscientiousness and agreeableness are the personality traits with the strongest and most positive influence, whereas neuroticism hinders the career adaptability of Commune police. This reflects that, in order to improve the professional adaptability of the Commune police, it is necessary to have measures to encourage and motivate comrades with positive personality traits and enthusiasm for their duties. On the contrary, it is necessary to promptly take measures to support and help comrades who are facing difficulties in life as well as in work, thereby limiting negative impacts on the effectiveness of tasks. However, this study still has some shortcomings and limitations such as: The study only focused on exploring the influence of personality traits on career adaptability but did not study other factors such as: demographic characteristics, social support, working conditions characteristics. In the future, we will continue to expand our research and learn more about the relationship between career adaptability and other factors and the impacts of career adaptability on life satisfaction, work engagement, and organizational commitment.

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