

The Relationship between the Five-factor Personality Traits of Workers and their Job Satisfaction

The five factors are emotional stability, extraversion, openness to experience, conscientiousness, and agreeableness. Based on the correlation analysis results, a statistically significant relationship was identified between intrinsic satisfaction and the openness and conscientiousness dimensions. The extraversion dimension had a negative effect on general job satisfaction, while the openness dimension had a positive effect.

Personality trait related to job satisfaction

Rating on annual progress reports has significant positive correlation with job satisfaction; Neuroticism has significant negative while extroversion, openness, agreeableness, and conscientiousness have significant positive correlation with job satisfaction; age, education, salary, and marital status have significant. research reveals that a changing character can influence life satisfaction even more than economic upheaval. Past studies have revealed that personality is the single biggest factor in how we perceive our own well-being, accounting for 35 percent of individual differences in life satisfaction.

Employee commitment is enhanced when an employee feels motivated and satisfied at his job. The link between motivation and satisfaction is, therefore, illustrated by the commitment a worker shows toward his company. Therefore, motivation plus job satisfaction equals commitment.

Big Five personality traits influence work behavior

When hiring employees, the Big Five are strong predictors of future performance. In 2014, research by Sackett and Walmsley emphasised that of all traits, conscientiousness and agreeableness make the most efficient employees. The Big Five personality traits are extraversion (also often spelled extroversion), agreeableness, openness, conscientiousness, and neuroticism. Each trait represents a continuum. Individuals can fall anywhere on the continuum for each

trait. The Big Five remain relatively stable throughout most of one's lifetime. The five-factor model not only helps people better understand how they compare to others and to put names to their characteristics. It's also used to explore relationships between **personality** and many other life indicators. According to respondents, **positivity** is the most important trait a leader can have, with 47 percent of participants citing that quality. Yes, **positivity** even beat out passion (27 percent), the ability to be personable (26 percent), and **decisiveness** (23 percent).

Effect of personality on job satisfaction

The dependent variable is the **job satisfaction**. ... The findings of the study suggested that the **personality** types of extraversion, agreeableness, openness to experience and conscientiousness of executive employees had significant positive **impact** and neuroticism type had significant negative **impact** on **job satisfaction**. Employing the dispositional approach and a national sample, this study reexamines the relationship between the Big Five personality traits and job satisfaction to establish whether its findings may challenge the current literature. To achieve this, a large national sample of 7662 respondents from the United Kingdom was used. Hierarchical regressions were employed to investigate the impact of the Big Five traits on job satisfaction among male, female, young, middle-aged and elderly subsamples. The results show that extraversion has no significant impact on job satisfaction in any group of employees, while up to four other traits are significantly linked to job satisfaction in subgroups. The younger the employees are, the larger the number of traits they display that have a significant impact (both positively and negatively) on job satisfaction. This study also shows differences in this relationship between male and female employees. These findings imply that the relationships among the Big Five traits and job satisfaction are more complex than shown in the literature. Therefore, using the dispositional approach to job satisfaction, managers should take different approaches to age and gender because job satisfaction is likely to vary among different ages and genders.

Relationship of personality dimension with job

performance

The truth is that 100+ years of psychological research has shown conscientiousness – that is, the tendency toward self-efficacy, orderliness, achievement, and self-discipline – to be the best predictor of **job performance**. Some research shows that while **conscientiousness** predicts performance in realistic and conventional jobs, it impedes success in investigative, artistic, and social jobs that require innovation, creativity, and spontaneity. Interpersonal skills are another predictor of job performance. Personal attributes related to **Conscientiousness** and **Agreeableness** are important for success across many jobs, spanning across low to high levels of job complexity, training, and experience necessary to qualify for employment. The “person” section of the model identifies eight essential factors that impact **job performance**: knowledge, experience, skills, abilities, awareness, values, motives and needs. As individuals grow accustomed to the **job**, these factors change over time. For a high achiever, they change in positive ways.

