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Assignment # 2

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

The aim of this study was to investigate the relationship between five-factor personality traits and job satisfaction among workers of five star hotels within Alanya district of Antalya province. In line with this purpose, the study was conducted with workers from all departments of the hotels included in the study sample. During the study, a total of 471 workers from 12 five star hotels in Alanya district of Antalya province were contacted. Based on the correlation analysis results, a statistically significant relationship was identified between intrinsic satisfaction and the openness and conscientiousness dimensions. On the other hand, no statistically significant relationship was observed between extrinsic satisfaction and the five-factor personality traits. Furthermore, a statistically significant relationship was also observed between general job satisfaction and the openness and conscientiousness dimensions. Based on the regression analysis, it was determined that the extraversion dimension had a more significant effect than the openness dimension. The extraversion dimension had a negative effect on extrinsic job satisfaction, while the openness dimension had a positive effect. The extraversion and openness dimensions had a weak but statistically significant effect on general job satisfaction. The extraversion dimension had a negative effect on general job satisfaction, while the openness dimension had a positive effect.

In another point of view we can explain this relationship,

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.