**IQRA NANTIONAL UNIVERSITY PESHAWER**

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**Assignment: 2**

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**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 districtof 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.

Openness

Openness is one of the five personality traits of the [Big Five personality theory](https://www.123test.com/big-five-personality-theory/). It indicates how open-minded a person is. A person with a high level of openness to experience in a personality test enjoys trying new things. They are imaginative, curious, and open-minded. Individuals who are low in openness to experience would rather not try new things. They are close-minded, literal and enjoy having a routine

Conscientiousness

Conscientiousness is one of the five personality traits of the [Big Five personality theory](https://www.123test.com/big-five-personality-theory/). A person scoring high in conscientiousness usually has a high level of self-discipline. These individuals prefer to follow a plan, rather than act spontaneously. Their methodic planning and perseverance usually makes them highly successful in their chosen occupation

Extraversion: is a broad personality trait that encompasses a number of more specific characteristics such as sociability, assertiveness, high activity level, positive emotions, and impulsivity. The nature of the trait and its defining characteristics have changed considerably over time, and a number of different mechanisms have been proposed to underlie the trait. These mechanisms include individual differences in conditionability, arousal level, and sensitivity to rewarding stimuli. Modern extraversion research focuses on understanding the characteristic patterns of feelings and behaviors associated with extraversion, and linking these patterns to spec

**Neuroticism**: in psychology and development, a broad personality trait dimension representing the degree to which a person experiences the world as distressing, threatening, and unsafe. ... Highly **neurotic** individuals tend to be labile (that is, subject to frequently changing emotions), anxious, tense, and withdrawn.ific psychophysiological mechanisms.

**Agreeableness:** is a [personality trait](https://en.wikipedia.org/wiki/Personality_trait) manifesting itself in individual behavioral characteristics that are perceived as kind, [sympathetic](https://en.wikipedia.org/wiki/Sympathy), cooperative, warm, and considerate.[[1]](https://en.wikipedia.org/wiki/Agreeableness#cite_note-Thompson-1) In contemporary [personality psychology](https://en.wikipedia.org/wiki/Personality_psychology), agreeableness is one of the [five major dimensions](https://en.wikipedia.org/wiki/Big_five_personality_traits) of personality structure, reflecting individual differences in [cooperation](https://en.wikipedia.org/wiki/Cooperation) and social harmony