

# **IQRA NATIONAL UNIVERSITY PESHAWAR**

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Subject OB

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## **The Relationship between the Five Factor Personality Traits of Workers and their Job Satisfaction:**

People have often researched what it is that makes us behave the way we do. Behaviors can come from different influences like environmental factors or personality traits. Many different theories and models on personality traits exist, like the Myers-Briggs Type Indicator that separates people out into 16 different personalities. This is the Five Factor Personality Traits (OCEAN), which puts forth the idea that human personality is made up of five basic dimensions.

### **The Five Factor Personality Traits.**

The best way to remember the Five Factor Personality Traits is to remember the acronym **OCEAN**:

O - Openness to experience

C - Conscientiousness

E- Extroversion

A - Agreeableness

N- Neuroticism

## **O - Openness to Experience**

This trait is often referred to as the depth of workers' mental experiences, or imagination. It encompasses worker's desire to try new things, be open and think creatively. Workers who score high in this area are generally artistic and curious, while those who score low tend to be conventional and stay in their comfort zones.

## **C - Conscientiousness**

This trait measures a worker's reliability and dependability. Workers who scores higher in this area is more goal-oriented, tends to control impulses and is usually very organized. They are likely to see success in their job and excel as a leader. Those who score lower in this area are more likely to be impulsive and procrastinate on assignments.

## **E- Extroversion**

The extroversion trait indicates how social and talkative a worker may be. Those scoring high in extroversion are generally more assertive, socially confident and recharge from interacting with people, while those who score lower are more likely to seek solitude and introspection.

## **A - Agreeableness**

Agreeableness shows how well worker can get along with other colleagues. Worker scoring high in this trait are usually well-liked, sympathetic and affectionate, and those who score lower are perceived as blunt, rude and sarcastic.

## **N - Neuroticism**

The last OCEAN trait is also known as emotional stability. It measures how well a worker can control emotions like anxiety and sadness. Scoring high in this area indicates that worker may be prone to those emotions and may also have low self-esteem. Those receiving a low score are probably more confident and adventurous.

## **The Five Factor Personality Traits at the Workplace**

Many studies have been conducted on the OCEAN model and behavior, and how these traits can somewhat predict a person's workplace social behavior and performance. Having a deeper understanding of these behaviors can help coworkers and managers create trust, better relate to one another and cultivate a stronger workplace culture.

## **The Five Factor Personality Traits has the Biggest Influence on Job Satisfaction.**

According to Essentials of Organizational Behavior the five factor personality traits dimension that has the biggest influence on job satisfaction is conscientiousness. Those who score higher in this trait are likely to have higher levels of job-related knowledge as those who are highly conscientious learn more. They're likely to have the aspects of a strong leader. However, they're also more likely to put work first over anything else and aren't as likely to adapt to changing situations. They may face issues over learning a complex skill early on because they tend to focus on

their performance instead of the learning process, and they are generally not as creative.

Neuroticism high scores may indicate a higher propensity toward employee burnout, as those employees have a tougher time managing their emotions. A high emotional stability is linked to high life and job satisfaction, as well as lower stress levels. Additionally, those with emotional stability have a better chance of dealing with workplace demands, especially fast-paced change.

Extroverts are workers who take charge of situations. Typically, a high extroversion score shows that that worker may have a strong leadership ability. They are more likely to behave impulsively than introverts, however, workers who are open also have an easier time with workplace changes and are more adaptable. They are also usually effective leaders and are “less susceptible to a decline in performance over a longer time period,” according to Essentials of Organizational Behavior.

Agreeable workers are generally liked more and tend to follow the rules. They also demonstrate higher job satisfaction and are less likely to be involved in workplace accidents. Those who score low on agreeableness are more likely to behave in a way that creates counterproductive work behavior and may have less career success over the long term.