



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.



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.

