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Q2 The Relationship Between the  
five-factor personality Traits  
of workers and their  
job satisfaction.

Ans Firstly we know about the  
personality.

Personality:

According to Gordon Allport, "Personality is the dynamic organization within the individuals of those psychophysical systems that determine his unique adjustments to his environments."

The term personality is derived from the Latin word "Personae" which means to speak through. This Latin term was used to denote the "mask".

P.T.O

The actors used to wear in ancient Rome and Greece, An individual's personality is the combinations of traits and patterns that influence their behavior, thought, motivation, and emotion.

Relationship between the five-factor personality Traits of workers and their job satisfaction.

The five personality traits, also known as the five factors model (FFM), is a widely examined theory of five broad dimensions used by some psychologists to describe the human personality. Each of these five factors is actually a sort of mega pair of opposites.

- ① Openness
- ② Conscientiousness
- ③ Extroversion
- ④ Agreeableness
- ⑤ Neuroticism.

1: Openness:

Openness is one of the five personality traits of the 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 a routine. High openness means being creative and open to new ideas. Individuals with a high level of openness have a general appreciation for unusual unusual ideas and art.

Sub traits of the Openness domain.

- (1) Imagination
- (2) Artistic interests
- (3) Emotionality
- (4) Adventurousness
- (5) Intellect
- (6) Liberalism

## (2) Conscientiousness

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.

High conscientiousness means a person is responsible and reliable!

Conscientiousness is about how a person controls, regulates, and directs their impulses. Individuals with a high level of conscientiousness on a career test are good at formulating long range goals.

### Sub traits of the Conscientiousness:-

- 1) Self-efficacy
- 2) orderliness
- 3) Dutifulness
- 4) Achievement-striving
- 5) Self-discipline.
- 6) Cautiousness.

3. 3Extraversion:-

Positive energy, positive emotions, confidence, sociability and the tendency to explore stimulation in the organization with others, and talkativeness is extraversion.

It contradicts outgoing or energetic behaviour with solitary or reserved behaviour. Experiencing positive emotional states and feeling good about oneself and the world around one is extraversion.

Individuals high in extraversion on a career test have a tendency to seek out the company and stimulation of the other people. They enjoy ~~engaging~~ engaging with the external world.

These individuals thrive on excitement and are enthusiastic, action-oriented people.

Sub traits of extraversion trait:-

- ① Friendliness
- ② Gregariousness
- ③ Assertiveness
- ④ Activity level.
- ⑤ Excitement-seeking
- ⑥ cheerfulness.

(4)

Agreeableness:-

Agreeableness is one of the five personality traits of the Big Five personality theory. A person with a high level of agreeableness in a personality test is usually warm, friendly, and tactful. They generally have an optimistic view of human nature and get along well with others. A person who scores low on agreeableness may put their own interests above those of others. They tend to be distant, unfriendly and uncooperative. Person high in agreeableness is friendly and helpful.

Sub traits of agreeableness.

- ① Trust
- ② Morality
- ③ Altruism
- ④ Cooperation
- ⑤ Modesty
- ⑥ Sympathy.

(5)

Neuroticism:

It is also called emotional stability.

Neuroticism ~~is~~ stability refers to a person's ability to remain stable and balanced. At the other end of the scale, a person who is high in neuroticism has a tendency to easily experience negative emotions. Neuroticism is similar but not identical to being neurotic in the Freudian sense. Some ~~psy~~ psychologists prefer to call neuroticism by the term emotional stability to differentiate it from the term neurotic in a career test.

Sub traits of the neuroticism stability traits.

- (1) Anxiety
- (2) Anger
- (3) Depression
- (4) Self-consciousness
- (5) Immoderation
- (6) vulnerability.