JOB SATISFACTION AND BIG FIVE PERSONALITY – CORRELATIONAL STUDY

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Abstract:

Job satisfaction plays an important role in the field of industrial/ organizational psychology. The job satisfaction may get affected by their personality traits to some extent. So, if an individual has some personality traits, it will determine their job satisfaction. This study is to find out the relationship of Job satisfaction and the Big five Personality among the working population. The study constituted of 172 Employees (19-30 years) residing in and around Coimbatore through Convenient sampling. The data was collected using standardized scales Job Satisfaction Scale- R, Big Five Inventory. Results: The study revealed that positively correlated big five personality trait of openness, conscientiousness, extraversion are positively correlated with job satisfaction whereas neuroticism and job satisfaction are negatively correlated. The study concluded that Personality traits have an influence on the job satisfaction of an employee.

Index Terms - **Big Five Personality, Job Satisfaction, Work Performance**

INTRODUCTION

In an organization it is important to look on an employee's Job satisfaction for the company's productivity and development. Job satisfaction is how satisfied an employee is with their jobs. There are number of factors that influence employee satisfaction that might include workload, work environment, perceptions of management, flexibility, personality, teamwork, etc. this study aims at exploring the personality traits influence on the Job satisfaction of an employee through survey method.

Operational Definition:

Job Satisfaction (**Hoppock, 1935**) defines job satisfaction as any combination of psychological, physiological, and environmental circumstances that cause a person to truthfully say that they are satisfied with a job.

One of the most broadly used definitions in organizational studies is that of **Locke (1976)**, who defines activity pleasure as "a satisfying or positive emotional nation as a consequence of the appraisal of one's process or process experiences."

"Job satisfaction will be defined as the amount of overall positive affect/feelings that individuals have towards their jobs." - Fieldman and Arnold

Hans J. Eysenck - "Personality is "the sum-total of the organisms' actual or potential behaviour patterns, as determined by heredity and environment. It originates and develops through the four main sectors' functional interaction into which these behaviour-patterns are organized.

Factors Influencing Job Satisfaction

There are several factors that affects the job satisfaction. Organizational Factors (Salaries and Wages, Promotion Chances, Company Policies), Work Environmental Factors (Supervision, Work group, Work condition), Work itself (Job scope, Variety, Autonomy and freedom, Role ambiguity and role conflict, Interesting work), Personal factors (Age, Experience, Personality, Work life balance)

PERSONALITY

Gordon Allport - "Personality is the dynamic organization within the individual of those psychophysical systems that determine his characteristics behaviour and thought".

Personality traits have specified a complete description of an individual's personality, known as the five-factor model (McCrae & Costa, 1985). The five-factor model is a categorization of personality traits in five scopes, comprising with Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness to Experience (McCrae & John, 1992; McCrae & Costa, 1985; Deary & Whiteman, 2003).

Extroversion

The high scoring in extroversion is generally greater assertive, socially confident, and recharge from interacting with humans and low scores on extroversion are likely to search for solitude and introspection.

Agreeableness

People scoring high on agreeableness are usually liked by others, sympathetic, and affectionate, and people with low score are perceived as blunt, impolite, and sarcastic.

Neuroticism

Neuroticism is also known as emotional stability. It measures how people can manage emotions like tension and disappointment. Scoring high on neuroticism suggests that a person can be susceptible to those feelings and have low shallowness. Those with low score are possibly greater assured and adventurous.

Openness to Experience:

Exposure to experience is often referred to as the intensity of a person's intellectual reports or imagination. It encompasses a person's preference to try new things, be open, and assume creatively. People who are scores high on openness are usually artistic and curious, while individuals who score low tend to be traditional and live in their consolation zones.

Conscientiousness

It measures people reliability and dependability. Someone who scores better in this region is greater intention-oriented, tends to control impulses, and is usually very organized. They are likely to look success and excel as a leader. Those who score low in this trait are more likely to be impulsive and procrastinate on assignments.

PERSONALITY AND JOB SATISFACTION

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. Big Five Personality Traits has the biggest influence on Job satisfaction.

According to Essentials of Organizational Behavior: 14th Edition, the big five personality dimension that has the biggest influence on job performance is conscientiousness. This trait is mostly seen in management people like CEO or entrepreneurs.

Extroversion people are more assertive and able to interact well with others, this trait can have strongest relationship with Job satisfaction. Johnson (1997) found a positive relationship between Extraversion and job performance of police personnel and explained this relationship in terms of the high level of interaction in the police service.

Agreeableness people are liked by others, trustworthiness, and are good in teamwork. This trait has a relationship with job satisfaction. In relation to job satisfaction, neuroticism is found to be negatively associated with job satisfaction (Furnham and Zacherl, 1986; Ilies and Judge, 2003; Judge et al., 2002).

Openness to experience people is good at exploring new opportunity which is much needed in an organization to solve all the problems using different techniques. Individuals who openness to experience more tend to accept changers, and creative in finding solutions for problems (Chandrasekara 2019).

People with High neuroticism are emotionally instable, easily disappointed, tension and unable to handle work related emotions. This trait has negative influence on job satisfaction. According to literature, such characters may lead for more job stress, which decreases the level job satisfaction (Mercer, 1997; Stoeva, Chiu, & Greenhaus, 2002)

This study aims at finding the relationship of Big five Personality and Job satisfaction.

METHODOLOGY

Research Design:
This study's research design is descriptive correlational research design, which describes the relationships between big five personality traits and job satisfaction. This study contains one dependent variable of job satisfaction and six independent variables of big five personality traits (openness, conscientiousness, extroversion, agreeableness, neuroticism) and gender differences.

Samples
A sample of 172 adult workers (91 males and 81 females) was taken as the sample group. The sample was collected by using the convenient sampling method.

Tools For Data Collection
- Socio Demographic Data Sheet
- Job Satisfaction Scale- R
- Big Five Inventory BFI

Description of the Tool
- **Socio Demographic Data Sheet**
  It is used to collect the name, age, gender, siblings, socioeconomic status, marital status, and job sectors.
- **Job Satisfaction Scale – R [Jss-R]**
  B. L. Dubey developed the scale of the job satisfaction scale. It is used to measure the satisfaction levels of employees in the workplace. It is a self-report measure inventory which is consists of 25 items with a 5-point rating scale. The scale's test-retest reliability was found to be 0.64, and the split-half reliability coefficient is 0.72.
- **Big Five Inventory [Bfi]**
  Big five inventory is a self-report inventory designed to measure the ocean's big five dimensions, conscientiousness, extroversion, agreeableness, and neuroticism. Goldberg developed it in the year 1993. It consists of 44 items that are related to the 5-point rating scale. The coefficient value of reliability is a minimum of 0.7 and provides a satisfactory level of valid and reliable data.

Statistical Analysis:
Descriptive statistics
- Mean
- Standard deviation
  Inferential statistics
- Correlation (Pearson correlation).

RESULTS AND DISCUSSION
4.1 Results of Descriptive Statistics of Study Variables
Table 4.1: Descriptive Statistics

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Age	172	19	30	22.70	2.930
Extroversion	172	15	36	25.51	5.298
Agreeableness	172	24	45	32.15	3.861
Conscientiousness	172	19	41	30.28	4.049
Neuroticism	172	10	35	22.48	4.841
Openness	172	23	46	35.23	3.761
Jobsatisfaction	172	40	97	60.22	11.186
Valid N (listwise)	172				

Table 4.1 Shows mean, standard deviation, maximum minimum of the variables of this study.

The descriptive statistics indicated that the mean values of variables (Age, Extroversion, Agreeableness, Conscientiousness, Neuroticism, Openness, Job satisfaction) were 22.70, 25.51, 32.15, 30.28, 22.48, 35.23 and 60.22 respectively. The standard deviations for each variable indicated that data were widely spread around their respective means. The minimum and maximum range for each variable is given in the table.

4.2 Results of Inferential Statistics of Study Variables
Table 4.2: Correlation

Correlation

Sig. (2-tailed)	Extroversion	Agreeableness	Conscientiousness	Neuroticism	Openness	Job satisfaction
Extroversion	1					
Agreeableness	.254**	1				
Conscientiousness	.528**	.380**	1			
Neuroticism	.710**	-.364**	-.479**	1		
Openness	.427**	.314**	.379**	-.312**	1	
Jobsatisfaction	.675**	.143	.337**	-.474**	.354**	1

**. Correlation is significant at the 0.01 level (2-tailed).

Table 4.2: shows the Pearson's correlational analysis of study variables of job satisfaction and personality traits of workers among adulthood.

The datum shows that this study has significant relationships between the variables of job satisfaction and big five personality traits among adulthood workers. The study variables of big five personality trait of extraversion and job satisfaction has a positive correlation with a value of 0.675(0.00). The participants with the personality traits of extroversion had generally more assertive in nature and, they easily interact with co-workers in their work place these characteristics will lead them to get more satisfied in his job positively. The study variables of big five personality trait of openness and job satisfaction has a positive correlation with a value of 0.354 (=0.00). These values represents that the participants with the personality traits of openness have satisfied in his job due to their certain characteristics of open minded and creative thinking; The study variables of big five personality trait of conscientiousness and job satisfaction has a positive correlation with a value 0.337 (=0.00). The participants with the personality traits of conscientiousness are basically very organized in his work and more goals oriented so this type of person may also has satisfied in his job. The study variables of big five personality trait of agreeableness and job satisfaction has no correlation with a value 0.143 (=0.06). The study variables of big five personality trait of neuroticism and job satisfaction has a negative correlation with a value of -0.474 (=0.00). The participants with this personality traits of neuroticism have lack of emotional stability this will lead them to think negatively and get distressed very easily in his job. These characteristics will promote them to get dissatisfied in his job.

CONCLUSION

1. There is a significant positive correlation between big five personality trait of extroversion and job satisfaction.
2. There is a significant positive correlation between big five personality trait of openness and job satisfaction.
3. There is a significant positive correlation between big five personality trait of conscientiousness and job satisfaction.
4. There is a significant no correlation between big five personality trait of agreeableness and job satisfaction.
5. There is a significant negative correlation between big five personality trait of neuroticism and job satisfaction.

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