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RELATIONSHIP AMONG BIG FIVE PERSONALITY TRAITS, JOB PERFORMANCE & JOB SATISFACTION: A CASE OF SCHOOL TEACHERS IN SRI LANKA

Abstract:

This study aims to examine the relationships among Personality traits, Job Satisfaction and Job performance. A sample survey was conducted with 150 government schoolteachers using a closed ended questionnaire based on Personality Traits developed by Norman and McCrae & Costa, Job Performance developed by Borman & Motowidlo's, Task Performance developed by McAllister's, Contextual Performance developed by Organ and Farh's et al., and Job Satisfaction developed by Porter & Lawler, and Organ. Face to face interviews were performed. Data was analyzed using SPSS 20.0. Job satisfaction and job performance have a reciprocal significant relationship. All the personality traits significantly influence on job performance whereas the Agreeableness indicates the greatest effect on job performance. In terms of job satisfaction, Agreeableness is most influential factor, followed by Extraversion. The other three personality factors do not have effect on job satisfaction. The contribution of this study is to provide empirical support for the reciprocal effect of job performance and job satisfaction. These findings confirm the pervious studies' causal relationship between these two variables.

Keywords:

Big five personality traits, Job satisfaction, Job performance, Sri Lanka