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## Impact of Big Five Personality on Job Satisfaction: A Study on Executives in Private Hospital Sector in Colombo District

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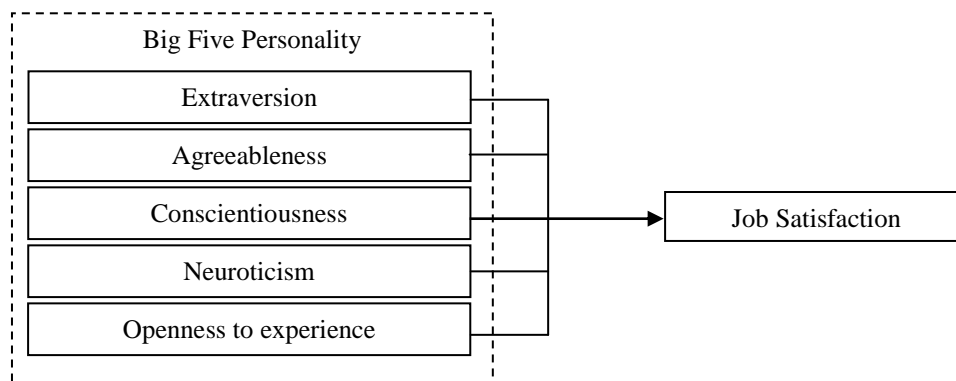
### Area of the Study

It is anticipated that the findings of the study will facilitate to provide more theoretical evidence by filling the gap in the literature concerning the impact of big five personality on job satisfaction. Recently, the few experimental studies<sup>1-2</sup> in this area have shown that personality has a clear influence on the perceived importance of job characteristics. Therefore this study mainly focused on discussing the impact of big five personality on job satisfaction among executives in the private hospitals in Colombo District.

### Problem

The main objective of this study is to identify the impact of big five personality on job satisfaction among executives in private hospitals in Colombo district. Thus research problem of this study is: *How big five personality impact on job satisfaction of executives in private hospitals in Colombo District?*

### Conceptual Framework



### Hypotheses

- H<sub>1</sub>: There is an impact of big five personality on job satisfaction of executives in private hospitals.
- H<sub>2</sub>: Extraversion is positively correlated to job satisfaction of executives in private hospitals.
- H<sub>3</sub>: Agreeableness is positively correlated to job satisfaction of executives in private hospitals.
- H<sub>4</sub>: Conscientiousness is positively correlated to job satisfaction of executives in private hospitals.
- H<sub>5</sub>: Neuroticism is negatively related to job satisfaction of executives in private hospitals.
- H<sub>6</sub>: Openness to experience is positively correlated to job satisfaction of executives in private hospitals.

### Method

The data for the study were collected from a randomly selected sample of 100 executives in private hospitals in Colombo district and used a structured questionnaire, which specify the

statements of big five personality and job satisfaction with five point Likert scale. The data were analyzed using SPSS (16.0 Versions) computer package and it included the univariate and bivariate analyses.

### Measures

Big Five Personality: Big Five Inventory developed by John et al.<sup>3</sup>, (44 items)

Job Satisfaction: Minnesota Satisfaction Questionnaire (MSQ) developed by Weiss et al.<sup>4</sup>, (20 items)

### Reliability

Table 01: Cronbach's alpha and Test-Retest Coefficient

	Instrument	Cronbach's Alpha	Test – Retest coefficient
01	Big Five Personality	.732	0.823
02	Job Satisfaction	.911	0.874
03	Extraversion	.637	0.862
04	Agreeableness	.537	0.779
05	Conscientiousness	.822	0.745
06	Neuroticism	.490	0.941
07	Openness to Experience	.711	0.763

### Data Analysis

Table 4: Correlation among the Variables

	Personality and Job Satisfaction	Extraversion and Job Satisfaction	agreeableness and Job Satisfaction	Conscientiousness and Job Satisfaction	Neuroticism and Job Satisfaction	Openness to Experience and Job Satisfaction
Pearson Correlation	.132	.078	-.058	.233	-.175	.193
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000

Table 5: Simple Regression Analysis

Variables	Big five personality	Extraversion	Agreeableness	Conscientiousness	Neuroticism	Openness to Experience
Method	Linear	Linear	Linear	Linear	Linear	Linear
R Square	0.18	0.06	0.03	0.054	.031	.037
Adjusted R	0.06	-0.05	-0.08	0.043	.019	.026
F	1.554	0.529	0.295	4.972	2.739	3.374
Significance	.216	0.469	0.588	0.028	.102	.070
B constant	2.881	3.433	3.758	2.926	4.003	3.181
B Value	.132	.078	-0.058	.233	-.175	.193

### Findings

1. There is very weak relationship between extraversion and job satisfaction.
2. There is very weak relationship between agreeableness and job satisfaction.
3. There is weak and positive relationship between conscientiousness and job satisfaction.
4. There is weak and negative relationship between neuroticism and job satisfaction.
5. There is weak and positive relationship between openness and job satisfaction

6. There is weak relationship between personality and job satisfaction.

### Conclusion

The major conclusion of the study is that there is very weak significant impact of the big five personality of the executives on their job satisfaction in private hospitals. Therefore, management of the hospitals has to consider different methods that can be used to enhance the job satisfaction of the executives.

### Note

1. Judge, TA, Heller, D, & Mount, MK, 2002, 'Five-factor model of personality and job satisfaction: A meta-analysis', *Journal of Applied Psychology*, Vol.87, pp. 530-541.
2. Ilies, R & Judge, T 2003, 'On the heritability of job satisfaction: The mediating role of personality', *Journal of Applied Psychology*, Vol.88, pp. 750-759.
3. John, OP, & Srivastava, S 1999, 'The big five trait taxonomy: History, measurement, and theoretical perspectives In L.A. Pervin and O.P. John (Eds.) Handbook of personality: Theory and research, Vol. 2, pp. 102-138, New York: Guilford Press.
4. Weiss, DJ, Dawis, RV, England, CW & Lofquist, LH, 1967, Manual for the Minnesota Satisfaction Questionnaire. Vol. 22, Minnesota Studies in Vocational Rehabilitation, Minneapolis: University of Minnesota, Industrial Relations Centre.



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