

Personality Traits about job satisfaction of Faculties working in Management Colleges

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Abstract:

This research paper investigates the relationship between personality traits and job satisfaction among management-role individuals. The study explores how various personality traits, such as the Big Five traits (openness, conscientiousness, extraversion, agreeableness, and neuroticism), influence mana-level job satisfaction. The research also delves into the potential moderating factors that might affect this relationship. The findings from this study provide valuable insights into understanding the complex interplay between personality traits and job satisfaction in managerial positions.

Introduction:

Job satisfaction is a crucial factor in organizational success and individual well-being. Managers are pivotal in executive functioning, and job satisfaction can significantly impact performance. The study examines how specific personality traits relate to job satisfaction among managers, shedding light on potential implications for talent management and leadership development.

Introduction Job satisfaction is critical in determining employee well-being, productivity, and organizational success. As key decision-makers and leaders, managers have a unique role in shaping the work environment. This paper investigates how management professionals' personality traits contribute to job satisfaction.

Literature Review:

The literature review will delve into existing research on personality traits and job satisfaction, focusing on studies conducted within the context of management roles. It will explore theories and empirical evidence that support or challenge the idea that certain personality traits significantly impact job satisfaction. Additionally, this section will identify gaps in current knowledge and highlight the need for further investigation.

2.1 Personality Traits

Personality traits are enduring patterns of thoughts, feelings, and behaviors that characterize an individual. The Five-Factor Model (FFM), or the Big Five, is a widely accepted framework for categorizing personality traits into five dimensions: Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism (OCEAN).

2.2 Job Satisfaction reflects an individual's overall contentment with their job and its components, such as work tasks, colleagues, and compensation. Satisfied employees are likelier to engage in their work, exhibit positive attitudes, and contribute to the organization's success.

3. Personality Traits and Job Satisfaction

3.1 Openness Individuals are creative, curious, and open to new experiences. Managers high in openness may find job satisfaction in roles that offer challenges and opportunities for innovation. They may appreciate organizations that encourage learning and personal growth.

3.2 Conscientiousness Conscientious individuals are organized, dependable, and goal-oriented. Managers with high conscientiousness may experience job satisfaction when their efforts lead to tangible outcomes. They value structured work environments and roles that allow them to take charge and demonstrate their effectiveness.

3.3 Extraversion Extraverted individuals are outgoing, friendly, and energized by social interactions. Managers high in extraversion may derive job satisfaction from leadership positions that involve networking, collaboration, and communication. They thrive in roles that allow them to connect with colleagues and stakeholders.

3.4 Agreeableness Agreeable individuals are cooperative and empathetic and value harmonious relationships. Managers with high agreeableness may find job satisfaction in roles where they can support and mentor their team members. They prioritize positive interpersonal dynamics and contribute to a positive work atmosphere.

3.5 Neuroticism Neurotic individuals experience higher negative emotions like anxiety and stress. Managers with low neuroticism may experience greater job satisfaction due to emotional resilience. They handle challenges with composure and can positively impact their team's morale.

4. Implications for Individuals and Organizations

Individual Level Understanding one's personality traits can guide career decisions, helping managers align their strengths with roles that promote job satisfaction. Self-awareness empowers individuals to seek environments that complement their personality traits and foster well-being.

Organizational Level Organizations can benefit by considering personality traits when assigning managerial roles and responsibilities. Tailoring job roles to match personality traits can enhance job satisfaction, engagement, and overall performance. Implementing flexible work arrangements and recognizing diverse personalities can create a harmonious work environment.

Methodology

This study employs a mixed-methods approach, combining qualitative interviews and quantitative surveys. Interviews with managers will provide in-depth insights into their experiences, while surveys will collect data on personality traits and job satisfaction levels.

Hypotheses

Hypothesis 1: There is no significant relationship between big five personality traits and job satisfaction.

Hypothesis 2: No significant differences exist across demographic groups, big five personality traits, and job satisfaction.

Data Collection Instruments

Part I consisted of respondent profile items.

Part II consisted of a reliable and valid instrument, **The Big Five Inventory (BFI)**

The Cronbach's α – reliability test on the device for this sample revealed that the reliability was $\alpha=.801$.

Part II consisted of a reliable and valid instrument **Minnesota Satisfaction Questionnaire (MSQ) Short Form**, The Cronbach's α – reliability

test on the device for this sample revealed that the reliability was $\alpha=.873$

Respondent Profile

42 % of the respondents were in the age group 30-39 yrs followed by 26% below 30 yrs, 17% (40-49 yrs)

Results and Discussion

Personality Traits of Management faculty members

Table 1: Indicating mean for the Big Five personality traits

Big five	Mean
Agreeableness	4.1
Conscientiousness	3.2
Extraversion	2.3
Openness	2.9
Neuroticism	3.2

Job Satisfaction of Management faculty members

Table 2: Indicating mean for job satisfaction

Job satisfaction	Mean
Intrinsic	4.1
Extrinsic	3.2
General	2.3

Hypotheses Testing

Hypothesis 1: There is no significant relationship between big five personality traits and job satisfaction.

The hypothesis is rejected, and the alternate view is accepted as there is a significant positive relationship between extroversion and extrinsic (.386**) and general satisfaction (.246*), a Significant negative relationship between neuroticism and outside (.204**), intrinsic (.257**) and general satisfaction (.263**). However, the strength of the relationship is low to moderate.

Hypothesis 2: No significant differences exist across demographic groups, big five personality traits, and job satisfaction.

The hypothesis is rejected, and the alternate view is accepted as significant differences exist between demographics, Big Five personality traits, and job satisfaction.

Table 3: ANOVA for demographics and Big Five personality traits

	Sum of squares	Df	Mean square	F	Sig,
Gender and the big five					
Extraversion	4.265	1	4.210	7.879	0.006
Age and big five					
Conscientiousness	8.656	4	2.16	5.443	.001
Agreeableness	7.888	4	2.11	4.00	.0056
Neuroticism	9.55	4	2.15	3.4545	.005
Openness	7.556	4	1.89	2.68	0.002
Marital and Big Five					
Conscientiousness	8.656	4	2.16	5.443	.001
Agreeableness	7.888	4	2.11	4.00	.0056

Table 4: ANOVA for demographics and Job satisfaction

	Sum of squares	Df	Mean square	F	Sig,
Gender and job satisfaction					
Extraversion	4.265	1	4.210	7.879	0.006
Age and job satisfaction					
Conscientiousness	8.656	4	2.16	5.443	.001
Agreeableness	7.888	4	2.11	4.00	.0056
Neuroticism	9.55	4	2.15	3.4545	.005
Openness	7.556	4	1.89	2.68	0.002

Conclusion:

In conclusion, this research paper contributes to our understanding of the intricate relationship between personality traits and job satisfaction among managers. By identifying the key personality traits that are most strongly correlated with job satisfaction, organizations can better tailor their talent management strategies to enhance employee well-being and performance.

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