



INTERACTIVE EFFECTS OF PERSONALITY TRAITS ON JOB PERFORMANCE

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ABSTRACT

Key words-; Personality, Performance, Big Five personality traits

Personality is relatively a stable pattern of behaviors. It is very important to match people with the organization as well as the job. Those who are not match with the job or organization, frequently people being very uncomfortable at work. Although it will influence the job performance and they need to handle personality. This research investigated the interactive effects of personality traits on job performance. Many researchers were attempted to investigate the influence of personality on job performance, however enough researchers haven't been done in relevant to this topic.

Primary data were collected by using structured questionnaire. The sample elements were selected using simple random sampling techniques and sample size is 100. Nonparametric test were used to analyze gathered data. It was the Spearman's Rho.

Results indicated that there is a relationship between personality traits on job performance. In the light of considering the interactive effects of personality on job performance, it is represents that there is an interactive effect of conscientiousness, agreeableness and emotional stability. Further, agreeableness and emotional stability is extremely interactively effects to the job performance.