

Personality Characteristics and Work Motivation



INDIANA UNIVERSITY
SOUTHEAST

By: Sydney Sturgill
Indiana University Southeast

Introduction

- Personality consists of characteristics that cause people to think, feel, and behave in a certain way (Weiner, Tennen, Suls, & Weiner, 2012).
- Motivation is referred to as an internal driving force that pushes people to work towards completing an action of some sort (Rajput & Talan, 2017).
- The Big Five personality traits (Neuroticism, Extraversion, Openness to experience, Agreeableness, and Conscientiousness) are known to be related to multiple aspects of worker performance (Bipp, 2010).

Hypotheses

- H₁: There will be a positive relationship between extraversion and agreeableness with extrinsic motivation.
- H₂: There will be a positive relationship between conscientiousness and openness with intrinsic motivation.
- H₃: There will be a negative relationship with neuroticism and extrinsic motivation.
- H₄: There will be a negative relationship with neuroticism and intrinsic motivation.

Methods

Participants

- 136 Facebook users
- 37 males and 98 females
- Ages ranged from 18 to 85.
- $M = 35.26$, $SD = 16.61$

Procedures

- Berkeley Personality Profile (44 items)
 - Openness
 - Neuroticism
 - Conscientiousness
 - Agreeableness
 - Extraversion
- Work Preference Inventory (30 items)
 - Intrinsic Motivation
 - Extrinsic Motivation

Results

- Pearson correlations partially supported *Hypothesis 1*; that is, extraversion had a positive relationship with extrinsic motivation but agreeableness had a significant negative relationship with extrinsic motivation.
- Pearson correlations supported *Hypothesis 2*; that is, conscientiousness had a significant positive relationship with intrinsic motivation, and openness had a significant positive relationship with intrinsic motivation.

- Pearson correlations did not support *Hypothesis 3*; that is, neuroticism had a significant positive relationship with extrinsic motivation.
- Pearson correlations supported *Hypothesis 4*; that is, neuroticism had a significant negative relationship with intrinsic motivation.

Current Research

Table 1

Correlations for Personality Characteristics and Motivation Type

	Extrinsic Motivation	Intrinsic Motivation
Personality characteristics		
Openness	-.03	.71**
Neuroticism	.37**	-.24*
Conscientiousness	-.20*	.19*
Agreeableness	-.36**	.17
Extraversion	.10	.41**

* $p < .05$, ** $p < .01$

Previous Research

Table 1. Means (M), standard deviations (SD), and intercorrelations between central variables (Study 1)

	Descriptives		Correlations							
	M	SD	N	E	O	A	C	CSE	IF	EF
Neuroticism (N)	2.76	.79	(71)							
Extraversion (E)	3.58	.77	-.43**	(73)						
Openness (O)	3.59	.69	.07	.02	(62)					
Agreeableness (A)	3.03	.71	-.01	.02	-.04	(59)				
Conscientiousness (C)	3.71	.66	-.18	.26**	.17	-.08	(69)			
Core self-evaluations (CSE)	3.85	.54	-.75**	.48**	.06	-.01	.43**	(85)		
Intrinsic factors (IF)	4.85	.55	-.26**	.28**	.23*	-.27**	.27**	.43**	(81)	
Extrinsic factors (EF)	4.51	.57	.10	-.04	.16	.22*	-.03	-.13	.21*	(73)

Note. $N = 114$. Values in brackets Cronbach's α . * $p < .05$. ** $p < .01$. Answers on N, E, O, A, C, and CSE on a five-point Likert scale (1 = 'disagree strongly' to 5 = 'agree strongly'). Answers on IF and EF on a six-point Likert scale (1 = 'very unimportant' to 6 = 'very important').