

“THE IMPACT OF PERSONALITY TRAITS ON WORK ENGAGEMENT”

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ABSTRACT

Work engagement is a positive, fulfilling, affective- motivational state of work-related well-being that is characterized by physical, emotional, and cognitive. Although there are different views of work engagement, most scholars agree that engaged employees have high levels of energy and identify strongly with their work. Understanding pre-dispositional characteristics and their relationship with work engagement is important because it contributes to theoretical basis of the construct. Hence organizations may be better off improving on their employees with certain personality traits if they want to create an engaged workforce. This research investigates the impact of personality traits on work engagement in a context of selected financial institutions in Trincomalee District. In this study, big five traits were used to measure various dimensions of personality which are extroversion, agreeableness, conscientiousness, neuroticism, and openness to experience.

To attain the objectives, the quantitative method was used and data were collected through questionnaires. A total of 191 questionnaires were distributed to employees in financial institutions in Trincomalee District. The data were analyzed using Pearson correlation and multiple regression analysis. The findings exhibited that, there were relationship between personality traits with work engagement and also personality traits of financial institutions in Trincomalee District is in high level and also work engagement of employees is in high level. However, dimensions of personality traits are positively and significantly correlated with work engagement except extroversion. Lastly, the regression analysis between personality traits and work engagement indicated that 91% of total variance of work engagement was explained by personality traits. In conclusion, it is observed that personality traits have influence on the employees' work engagement. This shows that employers need to develop good personality traits, abilities and practices in attaining high work engagement level among the employees. Results of this study suggest that the personality traits are useful for examining the dispositional source of work engagement.

Keywords: Agreeableness, Conscientiousness, Extroversion, Neuroticism, Openness to experience, Personality traits and Work engagement

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