

## Big-Five Personality and job satisfaction in Hong Kong

HKTGC

## CHAPTER 4: RESULT AND DISCUSSION

This study shall present the study results in the order of demographic characteristics, internal consistency reliability, mean and standard deviation analysis, correlation coefficient analysis, and multiple regression analysis.

### 4.1. Demographic characteristics of the respondents

There are 151 respondents, of which 71 (47.0%) were males and 80 (53.0%) were females. The demographic characteristics of the respondents are shown as below in Table 4-1:

Table 4-1 Demographic characteristics of the respondents

	Male (n=71) (%)	Female (n=80) (%)	All (n=151) (%)
<b>Age</b>			
20-29	17(23.9)	34(42.5)	51(33.8)
30-39	27(38.0)	17(21.3)	44(29.1)
40-49	7(9.9)	8(10.0)	15(9.9)
≥50	20(28.2)	21(26.3)	41(27.2)
Total	71(47.0%)	80(53.0%)	151(100.0%)
<b>Marital status</b>			
Single	25(35.2)	32(40.0)	57(37.7)
Married	41(57.7)	40(50.0)	81(53.6)
Others	5(7.0)	8(10.0)	13(8.6)
Total	71(47.0%)	80(53.0%)	151(100.0%)
<b>Education level</b>			
Secondary or below	26(36.6)	35(43.8)	61(40.4)
Post-secondary	38(53.5)	38(47.5)	76(50.3)
Master or above	7(9.9)	7(8.8)	14(9.3)
Total	71(47.0%)	80(53.0%)	151(100.0%)

From Table 4-1, most of the respondents were aged between 20 and 29 years old. Among 51 respondents who were in this age group, 17 were males and 34 were females, accounting for 23.9% and 42.5% of all male and female respondents respectively. This age group was followed by those who were aged between 30 and 39 years old. There were 44 (29.1%) respondents in this age group. Among them, 27 were males and 17

percentage of differences between mean scores and mid-point scores with respect to each variable were also computed. A positive difference between mean score and mid-point score of any one of the personality traits, say CON, indicates that respondents are more likely to be described as the personality trait.

The result for mean and standard deviation analysis is as follows:

Table 4-3 Mean and standard deviation analysis

Variable	Mean	Standard deviation	Mid-point score	Differences
Big-five personality traits				
Extraversion	43.34	9.17	36.5	+18.73%
Conscientiousness	42.88	9.65	36.5	+17.48%
Agreeableness	45.87	7.91	36.5	+25.68%
Openness to experience	40.82	8.31	36.5	+11.84%
Neuroticism	38.44	6.49	36.5	+5.31%
Job satisfaction (JS)	71.76	12.07	50.5	+42.10%

The above Table 4-3 shows that mean scores were 45.87, 43.34, 42.88, 40.82, and 38.44 for AGR, EXT, CON, OTE, and NEU respectively. The differences in terms of percentage were 25.68%, 18.83%, 17.48%, 11.84% and 5.31%. It appears that respondents, in general, scored high values in AGR, EXT, and CON, and relatively low scores in OTE and NEU. The respondents are more likely to be described as extraverted, conscientious, and AGR instead of being open to experience and neurotic.

The mean score of JS was 71.76. Compared with the mid-point score of 50.5, the difference was +21.26 (+42.10%). The mean score of JS is much higher than the mid-point score of the measure, suggesting that respondents have high level of JS.

#### 4.4. Correlation analysis

Correlation analysis is a statistical test for examining the strength and direction of association between two variables. The below Table 4-4 shows the correlation coefficients of all correlation analyses among big five personality traits, JS, and demographic variables including gender, age, marital status and education level. Value

$p < .01$ ). This implies that more extraverted employees will have higher level of JS. The correlation between CON and JS has a coefficient of 0.255, significant at the 0.01 level ( $r = .255, p < .01$ ). This implies that more conscientious employees will have higher level of JS. The correlation between AGR and JS has a coefficient of 0.232, significant at the 0.01 level ( $r = .232, p < .01$ ). This implies that more agreeable employees will have higher level of JS. However, OTE and NEU are not significantly correlated with JS at the significance level of 0.05. This implies that these two personality traits have no effect on employee JS.

Secondly, five personality traits are intercorrelated. For example, EXT is positively related to CON, AGR, and OTE ( $r = .499, p < .01$ ;  $r = .446, p < .01$ ,  $r = .345, p < .01$ ). Conscientious has strong and positively relationship with AGR ( $r = .603, p < .01$ ) and OTE ( $r = .570, p < .01$ ). Third, NEU is negatively related to all other four big-five personality traits model. The relationship with EXT, AGR, CON, OTE are at  $-.184$  ( $p < .05$ ),  $-.332$  ( $p < .01$ ),  $-.433$  ( $p < .01$ ), and  $-.286$  ( $p < .05$ ).

Thirdly, the Big-five personality traits may be related to some demographic variables. For example, CON and AGR are positively related to age at the significance level of 0.01 ( $r = .311, p < .01$ ;  $r = .221, p < .01$ ). This is difficult to explain since existing studies found that big-five personality scores tend to be stable over the course of life (Cobb-Clark, Deborah & Schurer, 2012; Soldz & Vaillant, 1999).

#### **4.5. Multiple regression analysis**

Multiple regression analysis examines the effect of two or more independent variables on one dependent variable. For example, the effect of big five personality traits on JS could be evaluated by performing multiple regression analysis, with EXT, CON, AGR, OTE, and NEU as independent variables and JS as dependent variable.

Hence, the multiple regression analysis shall show whether the research hypotheses are

supported or not.

Table 4-5 shows the result of the multiple regression analysis.

Table 4-5 Multiple regression analysis

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	26.208	10.511		2.493	.014
	Extraversion	.399	.117	.303	3.395	.001
	Conscientiousness	.205	.146	.164	1.407	.162
	Agreeableness	.116	.148	.076	.780	.437
	Openness	-.031	.134	-.022	-.234	.815
	Neuroticism	.402	.156	-.216	2.576	.011

- a. Dependent Variable: JS
- b. Adjusted R<sup>2</sup>: .156
- c. Sig.: .000
- d. F score: 6.549

Table 4-5 shows that adjusted R square of the regression model is 0.156. This suggests that the independent variables can explain 15.6% of variance in JS. F value produced by ANOVA is 6.549, which significant at the 0.001 level (F = 6.549, p < 0.001). Hence, the regression model is significant and can explain a certain portion of variance in JS.

Moreover, from Table 4-5, it is found that EXT and NEU are the significant independent variables. EXT has significant and positive relationship with JS ( $\beta=.303$ ,  $p<.01$ ). This implies that the more extraverted the employees will be the higher level of JS they will have. Hence, research hypothesis H3 is supported. In addition, NEU has a negative significant relationship with JS ( $\beta=-.216$ ,  $p<.05$ ). This implies that employees will have lower level of JS if they tend to be more neurotic. Hence, research hypothesis H5 is supported.

Results of regression analysis in Table 4-5 show that CON, AGR and OTE are not significantly related to JS at the significance level of 0.05. This implies that these three