

Impact of Personality Traits on Employee Job Performance

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The purpose of this study was to assess the impact of personality traits on employee job performance of the selected leading bank in Sri Lanka. This study is carried out as a quantitative explanatory research work. Further, the sample was selected using simple random sampling technique. This was a cross sectional study and standard questionnaire was used to collect primary data through a survey. Questionnaires were distributed to a sample of 152 of bank staff who are currently working in a leading bank in Sri Lanka. To analyze received questionnaires data, SPSS (Statistical Package for the Social Science) was used. To interpret data analyzed and to obtain the results graphical charts, descriptive statistical techniques such as mean, standard deviation, skewness, kurtosis and also histograms, correlation and coefficient, simple regression analysis and residual analysis were used. To test the relationship between variables, Pearson correlation analysis was used. Simple regression analysis was used to identify the degree of the impact of the independent variable on dependent variable. Further, results revealed that extraversion, conscientiousness, agreeableness and openness to experience has positive and significant impact on job performance of employees while neuroticism statistically proved that there is no significant impact on employee job performance. The present study would provide the directions for theoretically and practically for the relevant parties in banking industry. Moreover, this study would provide the direction to HR policy makers, managers, supervisors and to future researchers.

Keywords: *Agreeableness, Conscientiousness, Extraversion, Job performance, Neuroticism, Openness to experience*

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