

Oral Defense Announcement

University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctor of Philosophy in Psychology with an emphasis in Industrial and Organizational

Ryan J. Hirtz

M.A. in Psychology, May, 2013, University of Missouri-St. Louis
B.S. in Psychology, May, 2011, Quincy University

A Longitudinal Examination of Personality at Work: Examining the Relationship between Variability in Personality and Job Performance and Turnover Intentions

Date: July 3, 2017

Time: 11:00 a.m. to 1:00 p.m.

Place: 339 Stadler Hall

Abstract

The present study examined the relationship between variability in personality and important organizational outcomes, including multi-faceted job performance and turnover intentions. Furthermore, this study tested the mediating effects of self-esteem, anxiety, leader-member exchange, and job satisfaction. Finally, various situational contingencies were examined as a potential source of Big Five personality states. Experience sampling methodology was used to repeatedly measure working participants' state personality over the course of two weeks. Self and other (i.e., coworker or supervisor) performance ratings were collected.

Results showed that variability in a general factor of personality had statistically significant relationships with anxiety, leader-member exchange, job satisfaction, and self-rated counterproductive work behaviors (CWBs). Furthermore, results showed statistically significant indirect paths from variability in personality to self-rated CWBs, through job satisfaction and anxiety. These results were not seen for other-ratings of CWBs. Additional models were tested on the individual facets of the Big Five, and conscientiousness and neuroticism showed statistically significant relationships to multiple mediators and outcomes. Finally, the situational contingency results showed a statistically significant relationship from friendliness of interactions to state extraversion and state agreeableness. These findings have important theoretical and practical implications as the field begins to move past static conceptualizations of personality.

Defense of Dissertation Committee

Mark Tubbs, Ph.D. – Chairperson

Haim Mano, Ph.D.

John Meriac, Ph.D.

Matt Taylor, Ph.D.