

Exploration of job satisfaction – cognitive, affective and behavioral components

(With focus on personality aspects)

PhD theses abstract

Charles University in Prague

Faculty of Arts

Department of psychology

Author Ivo Půda MA

Supervisor PhDr. David Michalík PhD.

February 2016

Abstract

Dissertation examines the cognitive, affective and behavioral components of job satisfaction with emphasis on the psychological characteristics of personality. It monitors important trends in relation to this issue (economic cycles, emergence of new generations, pressure on performance and innovation, introduction of technology and data analytics, defending of his/her own position, changes in organization of work), provides an overview of the theories of job satisfaction and reflects the historical development of various theoretical and practical approaches trying to describe the complex relationship of personality, work and experience. For better orientation it monitors the development of two strong paradigms (dispositional and situational), which gradually merges into an interactive approach. Mapping psychological characteristics, which undeniably moderating job satisfaction (neuroticism, extroversion, conscientiousness, positive and negative affectivity, locus of control, emotional stability, defensive tendencies, self-respect, narcissistic traits, level of aspiration, personality type A, impatience, high irritability). We notice new topics in research of personality and satisfaction (self-efficiency, meaningfulness, sense of humor, treatment of each other, coping). The dissertation emphasizes coping as an important input into the issue of job satisfaction: based on the former findings, it is hypothesized that an individual's ability to handle work situations significantly contributes to the high level of satisfaction. Upon further examination, hardiness (specifically Sense of Coherence - SOC) is identified as an important personality source of coping – the dissertation focuses on hardiness in its research part. Furthermore, for validation purposes we included in the research part the method of detecting differences in neuroticism and extraversion. To complement the ongoing discussion about whether the SOC is a type of hardiness or construct of a different character, another tool measuring hardiness (PVS) was included. From the research conducted, we can conclude that neuroticism correlates with job dissatisfaction, extroversion correlates with job satisfaction and hardiness according to both Antonovsky (SOC) and Kobasová (PVS) has significant positive effect on job satisfaction. These findings paved the way for the application part, which focused on an increase of job satisfaction through enhancing of hardiness.