FACTORS PREDICTING EMPLOYEE PERFORMANCE- A COMPARATIVE STUDY

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ABSTRACT

Organizations have been benefited by the use of Psychometric testing and one of the major aspects captured is personality assessment of employees. This research is an attempt to study the effect of personality traits on Employee performance and to investigate if the predictors of Employee Performance are different across management levels in the organization. For this purpose Five factor inventory was administered on the sample of 208 employees and their last appraisal scores were obtained. The results were statistically analysed for t-values, Correlation values and Multiple regression to indicate the difference. The results indicate a significant difference in traits that predicts performance of the employees at different levels. And a trait like neuroticism which is negatively correlated to employee performance in the literature has been found to have a positive correlation with performance of the employee, on the other hand conscientiousness which is positively correlated to employee performance in the literature was not found to be positively predicting performance at all levels. The results of the study leave strong implication for the organizations.

KEYWORDS : Traits, Employee Performance, Management Level Performance Predictors.