

MEDIATING ROLE OF RESILIENCE ON THE EFFECT OF PERSONALITY TRAITS ON JOB ENGAGEMENT

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Abstract

Previous studies confirmed the predictive effect of personality traits (Big 5) on job engagement. This study extends the findings by investigating whether resilience mediates the relationship between personality traits and job engagement. The participants are Thai employees who face difficulties changing in the organizational context (policy changing due to management turn-taking for Study 1 and work from home policy due to COVID-19 for Study2). Study 1 revealed that Conscientiousness and Extraversion have significant direct effects on job engagement, and Study 2 revealed the direct effect of Openness to experience and Extraversion on job engagement. Across both studies, resilience partially mediates the effect on the Big five personality traits on job engagement. The findings contribute to the literatures of organizational behaviour and provide managerial implications for HR managers.