

Empirical Study for Personality and Job Performance of Middle Managerial Level Employees in the Public Commercial Banking Sector in Sri Lanka

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Personality is a significant factor which affects job performance of employees according to many previous studies. Hence, the main objective of this study was to examine the relationship between personality and job performance of public commercial banking sector employees using middle managerial level employees as the sample. Personality was measured using the big five dimensions namely extraversion, neuroticism, openness, conscientiousness and openness while job performance was measured through task & contextual performance and counterproductive work behavior. The results of the study was mainly analyzed using correlation and regression analysis and the findings confirmed that personality was a valid predictor which had a statistically significant, strong positive relationship with job performance. Moreover, each big five dimension had a statistically significant moderate positive relationship with job performance. Hence, this study provides new insights to the management of the banking sector indicating that personality should be given due consideration in human resource management practices in their organizations.

Keywords: *Personality, Job Performance, Big Five Dimensions, Public Banking Sector*

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