

Impact of ‘Big Five’ Personality Dimensions on Telecommuting Attitude of Generation Y and Z Executive Grade employees in Finance Companies, Gampaha District

Ranasinghe, S. P.¹ and Thisera, T. J. R.²

The main objective of this study is to explore the impact of the ‘Big Five’ personality dimensions on telecommuting attitude of generation Y and Z in executive grade employees in Finance companies, Gampaha district in Sri Lanka. This quantitative, explanatory, cross sectional study is followed by the deductive approach and survey strategy is used to collect data. Data were collected from a standard questionnaire using the convenience sampling technique from a sample of hundred. Simple regression was used to test the hypotheses by using Statistical Package for Social Sciences (SPSS). The findings revealed that, extraversion and conscientiousness have a negative impact on telecommuting attitude. The remaining three variables (agreeableness, neuroticism and openness) did not showed any impact on telecommuting attitude. This concludes that it is better to consider open and neurotic employees for telecommuting arrangements as they reflected a positive significant relationship. Moreover, the study has many implications towards the theory and practice.

Keywords: *Big five personality dimensions, Generation Y and Z, Telecommuting attitude*

¹ sachiniprasadi96@gmail.com

² jeewanthi@kln.ac.lk