

Abstract

The research of “The relationship between the Big Five Personality and Job burnout : A Case Study of a Private Hospital” was a survey research. The purpose was to discover the personality type, a level of job burnout and relationships between the Big Five and Job burnout. The population in this study was 228 nurses in a Private Hospital. The questionnaire consisted of three parts : (1) personal factors, (2) the NEO Five-Factor Inventory (neuroticism, extraversion, openness to experience, agreeableness and conscientiousness), (3) the Maslach Burnout Inventory (emotional exhaustion, depersonalization, and reduced personal accomplishment)

The analyzing statistics included frequency, percentage, arithmetic mean, standard deviation, Pearson correlation and regression analysis. The findings were as follows:

1. Nurses had a moderate level of neuroticism and had a high level of extraversion, openness to experience, agreeableness and conscientiousness.
2. Nurses had low level on job burnout as a whole and as three dimensions : emotional exhaustion, depersonalization and reduced personal accomplishment.
3. There was a significance level of .01 between the Big Five Personality and job burnout, Neuroticism had a significant positive while Extraversion, Openness to experience, Agreeableness and conscientiousness had a significant negative correlation with job burnout as a whole and three dimensions at the significance level of .01
4. The stepwise multiple regression analysis revealed that Neuroticism and Extraversion were the significant predictors for job burnout with a total predictability of 37.9%

The result of this study can be used as a guideline in a various areas of human resource management such as recruitment, selection and development of personality and to improve happiness and quality of worklife which will facilities its growth in long run.