

Examining the Relationship Between the Bright Side of Personality and Job Satisfaction in Working Pharmacists

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RESEARCH HYPOTHESIS

Pharmacists satisfied with their jobs are more likely to have longer tenures and better performance. A major intrinsic factor contributing to job satisfaction and performance is personality. The bright side of personality describes people's performance when paying attention to the norms of self-presentation to others. Our study examined the relationship between bright personality and job satisfaction in a cluster sample of working pharmacists as identified through social media channels.

Methods

A web-based survey comprising relevant demographic items, 9 job satisfaction facets and constructs from the IPIP (International Personality Item Pool) reflecting Hogan's Personality Inventory (a bright side instrument) was created and deployed to respondents using Qualtrics software. Statistical analyses were conducted using IBM SPSS Statistics v 28.

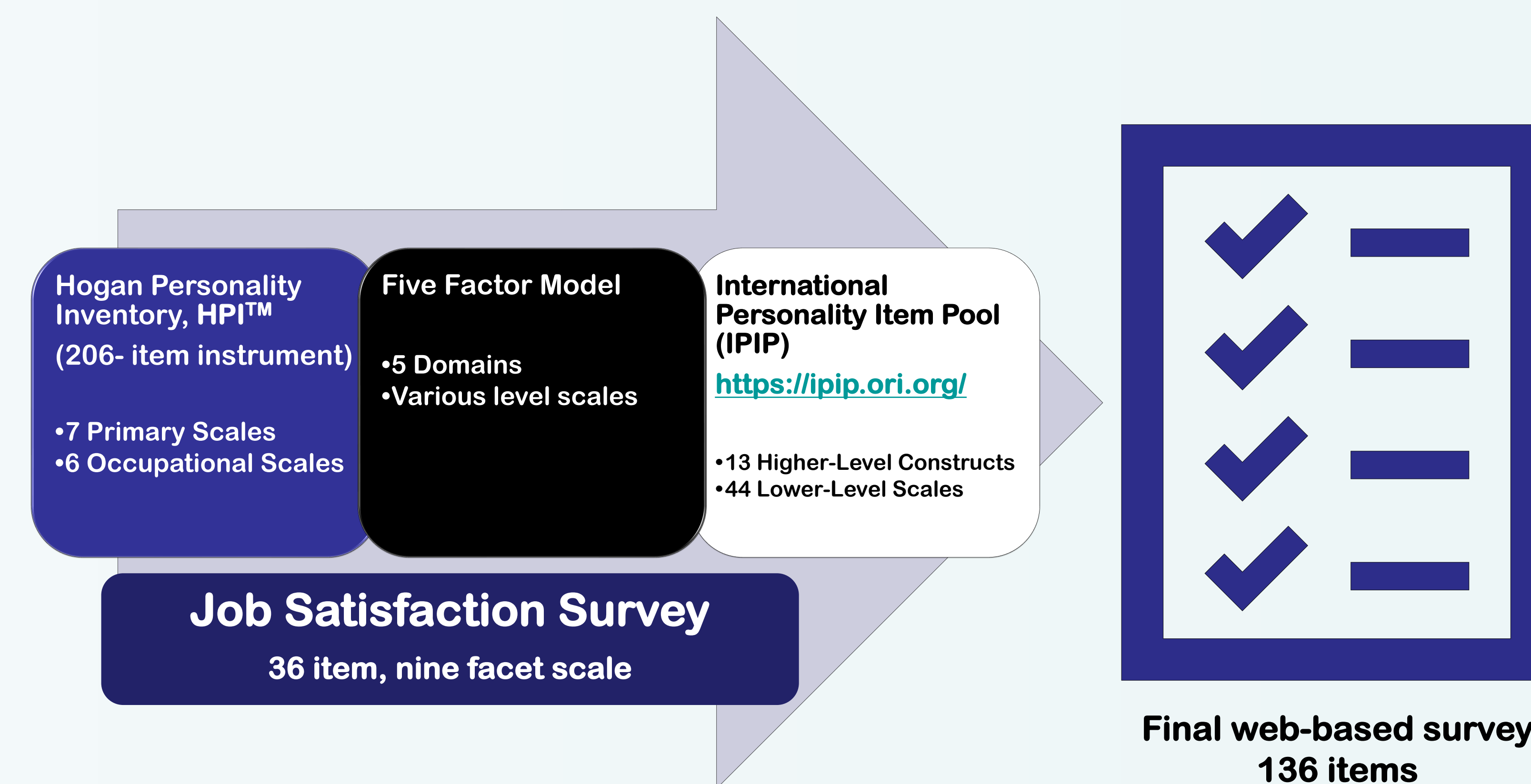
Results

There were a total of 157 responses, of which 102 (94% female, 55% 35-44 years) were analyzable. Estimates for job satisfaction (JS) showed less than half of pharmacists (44%) satisfied with their jobs. Others were ambivalent (44%) or dissatisfied (11%). The individual JS facet level showed a significant difference in the means for promotion opportunities for Black respondents (2.93 +/- .99) compared to non-blacks (3.42 +/- .86). Pearson's correlations for personality and JS showed positive relationships between emotional stability, openness, and JS. Regression analyses showed a moderately strong relationship between JS and personality (multiple $r = .579$) with the bright side trait, extraversion, negatively predicting JS ($B = -.509, p < .001$). For occupational traits, stress tolerance and reliability positively predicted JS ($B = .348; .271, p < .001$)

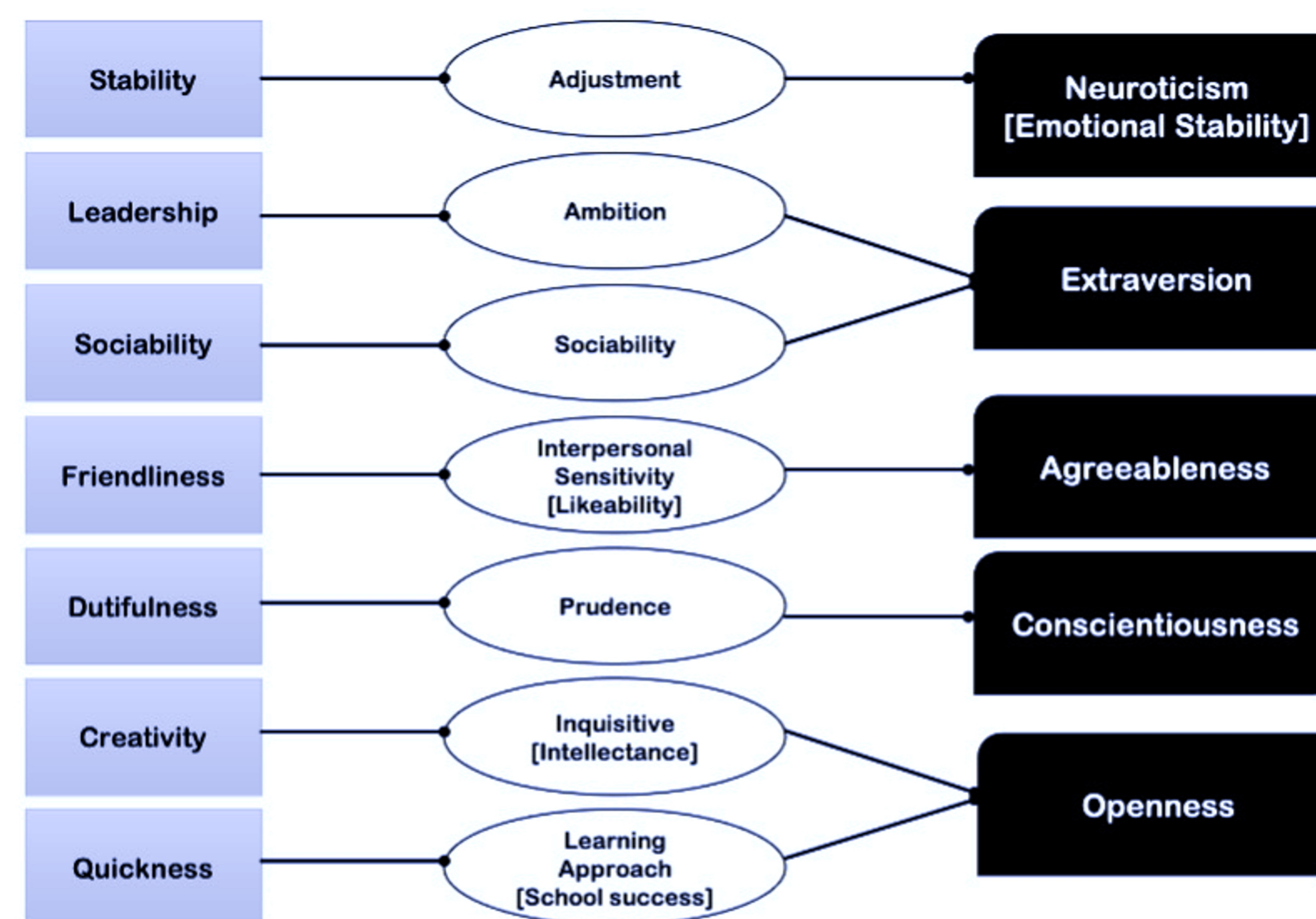
Conclusion

Results may be extended into organizational interventions for enhancing pharmacists' job satisfaction through ensuring improved work operating conditions and fair chances at promotion and leadership development for employees of all demographics.

METHODS



Map of IPIP to HPI to FFM

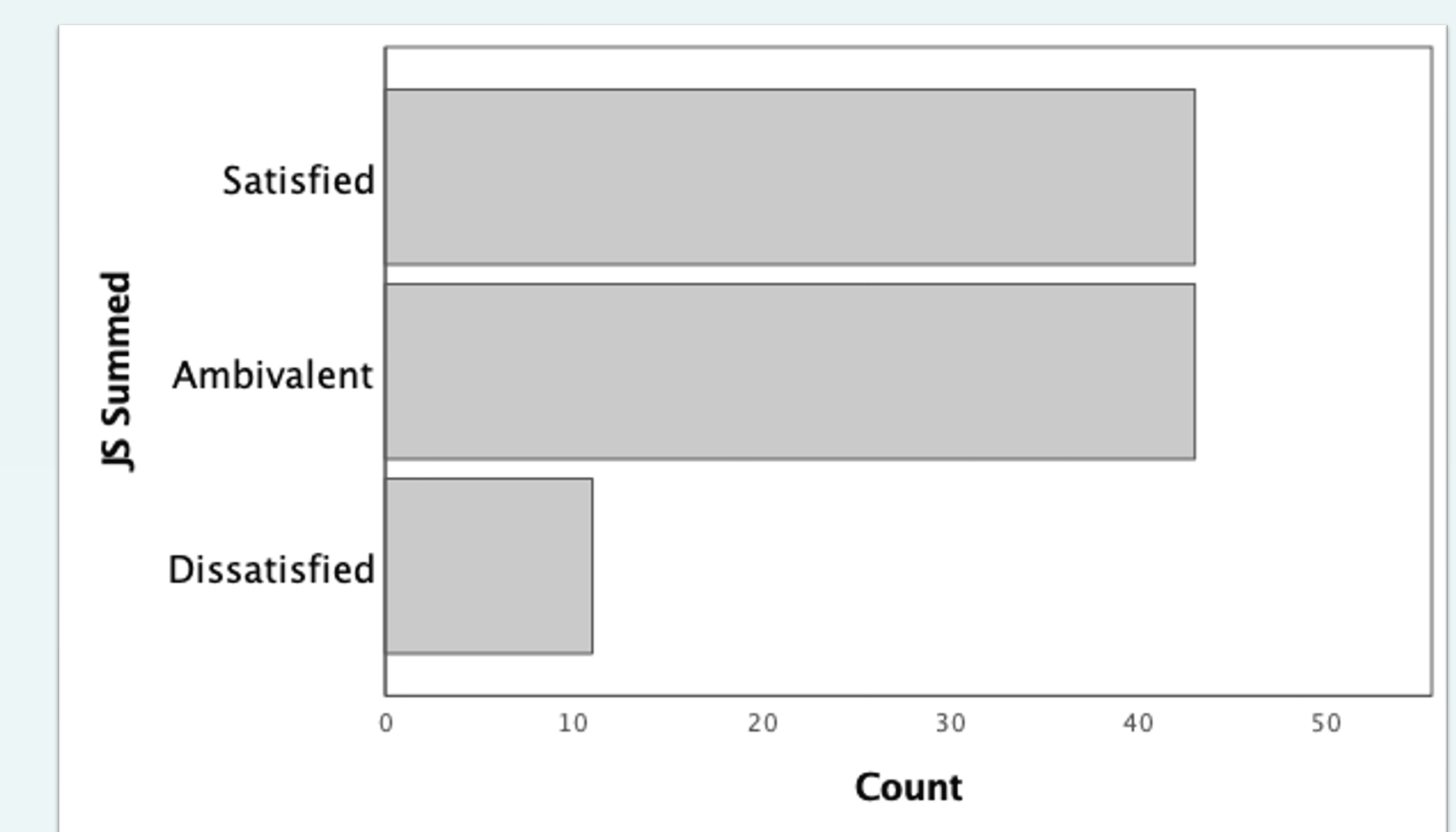


The Hogan Personality Inventory (HPI) Inventory Scales (and associated Five Factor Model or FFM constructs) measured:

- Adjustment:** the degree to which a person is steady in the face of pressure, or conversely, moody, and self-critical. (Emotional Stability or Inverse of Neuroticism)
- Ambition:** the degree to which a person seems leaderlike, status-seeking, and achievement-oriented. (Extraversion)
- Sociability:** the degree to which a person needs and/or enjoys social interaction. (Extraversion)
- Interpersonal Sensitivity:** the degree to which a person has social sensitivity, tact, and perceptiveness (Agreeableness)
- Prudence:** the degree to which a person seems conforming, dependable and has self-control (Conscientiousness)
- Inquisitive:** the degree to which a person seems imaginative, adventurous, and analytical (Intellect or Openness)
- Learning Approach:** the degree to which a person enjoys academic activities and values education as an end in itself (Intellect or Openness)

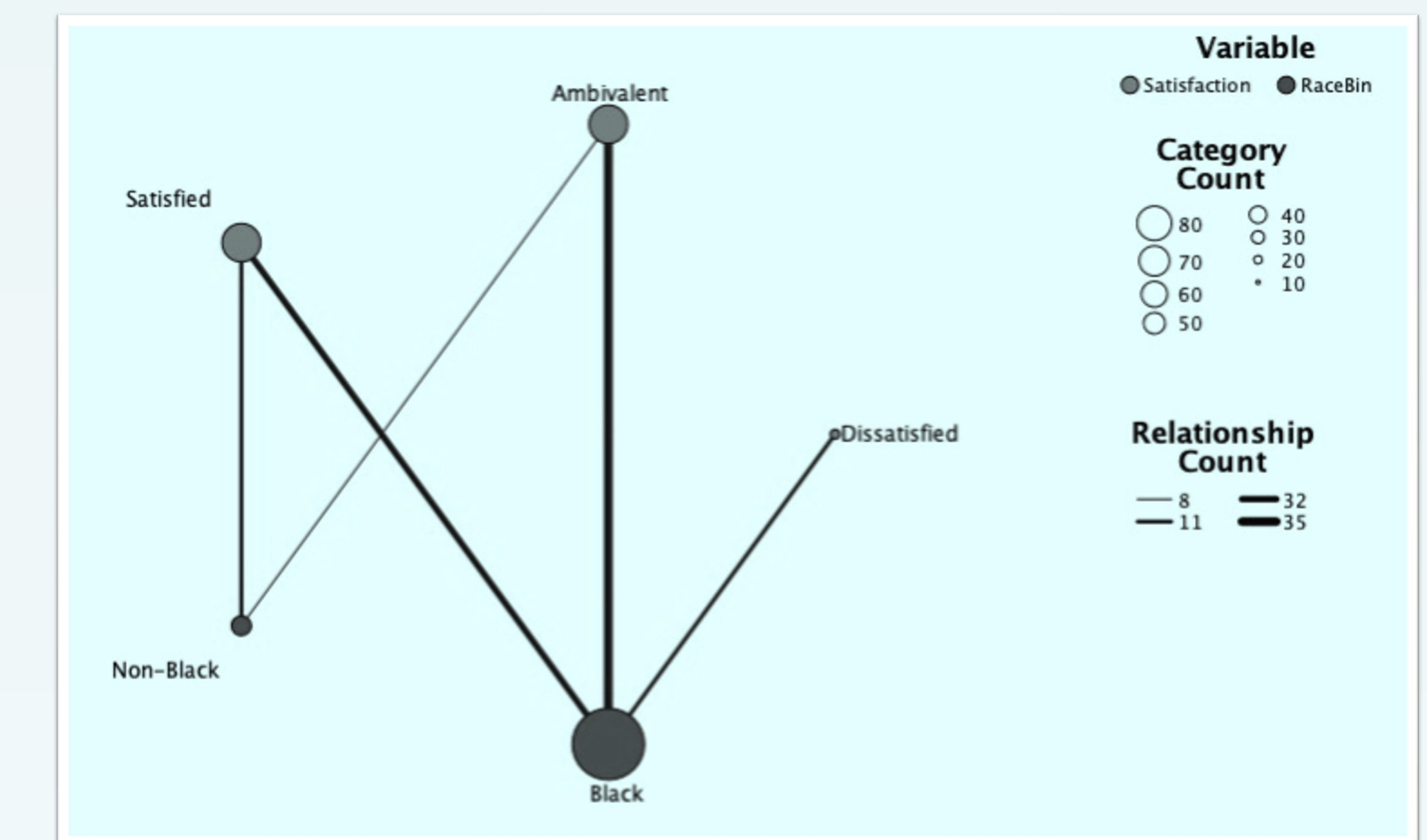
RESULTS

Baseline Characteristic	Full Sample	%
Gender		
Female	96	94
Male	6	6
Race		
Black	80	78
Non-black	22	22
Age (years)		
25 - 34	25	24
35 - 44	55	54
45 - 54	20	20
> 65	2	2
Employment		
Private-for-profit	84	82
Federal Government	11	11
State Government	5	5
Other	2	2
Size of organization (number of employees)		
1 - 49	41	40
50 - 99	13	13
250 - 999	10	10
> 1000	38	38
Geographical location		
South	56	55
Northeast	33	32
Midwest	10	10
West	2	2



Descriptive Statistics for Survey Scales

Personality Traits	N	Minimum	Maximum	Mean	SD
Stability (Emotional Stability)	99	2.00	4.90	3.61	0.64
Leadership (Extraversion)	99	2.10	5.00	3.93	0.59
Dutifulness (Conscientiousness)	99	2.60	5.00	3.92	0.50
Creativity (Openness)	101	2.40	5.00	3.86	0.49
Quickness (Openness)	99	2.20	5.00	3.98	0.52
Occupational Scales					
Calmness (Service Orientation)	99	2.10	5.00	3.81	0.51
Happiness (Stress Tolerance)	100	1.90	5.00	3.88	0.61
Cooperation (Reliability)	100	1.90	5.00	3.74	0.54
Toughness (Clerical Potential)	101	2.20	5.00	3.75	0.52
Competence (Managerial Potential)	99	2.80	5.00	4.08	0.48
Job Satisfaction Dimensions					
Communications	95	1.50	5.00	3.21	0.88
Contingent Rewards	97	1.00	5.00	3.03	0.92
Coworkers	96	1.00	5.00	3.64	0.80
Fringe Benefits	96	1.00	5.00	3.27	0.77
Nature of Work	97	1.50	5.00	3.90	0.79
Operating Conditions	96	1.00	4.67	2.91	0.98
Pay	94	1.00	5.00	3.03	0.99
Promotion	95	1.00	5.00	3.01	0.85
Supervision	94	1.50	5.00	3.63	0.93



SUMMARY

- Conscientiousness, despite positive correlations with job satisfaction, was not predictive
- There was a moderating effect of age on conscientiousness: Older pharmacists self-reported as more conscientious
- Extraversion was a significant negative predictor of job satisfaction
- Race was negatively associated with job satisfaction; Black females reported significantly lower levels of job satisfaction
- Stress tolerance and reliability were positive predictors of job satisfaction
- Emotional Stability and Openness had the highest correlations with Job Satisfaction.

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