

Perceiving Interpersonal Conflict and the Big Five Personality Traits

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Abstract : The Big Five personality traits is a hierarchical classification of personality traits that applies factor analysis to a personality survey data in order to describe human personality using five broad dimensions: Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness (Fetvadjiev & Van de Vijer, 2015). Research shows that personality constructs underline individual differences in processing conflict and interpersonal relations. (Graziano et al., 1996). This research explores the understudied correlation between the Big Five personality traits and perceived interpersonal conflict in the workplace. It revises social psychological literature on Big Five personality traits within a social context and discusses organizational development journal articles on the perceived efficacy of conflict tactics and approach to interpersonal relationships. The study also presents research undertaken on a survey group of 867 subjects over the age of 18 that were recruited by means of convenience sampling through social media, email, and text messaging. The central finding of this study is that only two of the Big Five personality traits had a significant correlation with perceiving interpersonal conflict in the workplace. Individuals who score higher on agreeableness and neuroticism, perceive more interpersonal conflict in the workplace compared to those that score lower on each dimension. The relationship between both constructs is worthy of research due to its everyday frequency and unique individual psycho-social consequences. This multimethod research associated the Big Five personality dimensions to interpersonal conflict. Its findings that can be utilized to further understand social cognition, person perception, complex social behavior and social relationships in the work environment.

Keywords : five-factor model, interpersonal conflict, personality, The Big Five personality traits

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