

Title:

Differentiated Measurement of Conscientiousness and Emotional Stability in an
Occupational Context – greater effort or greater benefit?

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by

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Abstract

Studies have revealed new insights into the structure of conscientiousness and emotional stability – two general predictors for job performance (Barrick, Mount & Judge, 2001) – and encourage further studies regarding the sub-facets of these dimensions. Hence, a questionnaire "Arbeitsbezogene Belastbarkeits- und Gewissenhaftigkeitsskalen" (ABGS; Moldzio et al., in press) was developed to measure the sub-facets, which basically are in line with the theory of DeYoung, Quilty & Peterson (2007), in an occupational context. However, this raises the question whether employing the scales results in a greater effort or greater benefit, e.g. higher incremental validity.

In the present study, we investigated two sub-samples ($N=3852$ trainees with a commercial and technical focus, and $N=348$ line managers). We found relationships between the ABGS and occupational and vocational success, ranges up to $r=.30$. Also, the results show incremental validity of the ABGS over established personality inventories and cognitive abilities. For example, there is an incremental validity of the new emotional stability facets (ABGS) of 8 % above and beyond the NEO-FFI (Borkenau & Ostendorf, 2008) for the criterion "superior review". For the conscientiousness facets it is 6 %.

Studies confirm current research findings concerning frame of reference, symmetry hypothesis and sub-facet structure of the Big Five. As regards assessments, the scales provide a novel occupational tool and help determine answers to specific personnel assessment issues. This work fulfils a bridging function between researchers and practitioners. It forms the basis for ongoing research in order to measure agreeableness with sub-facets compassion and politeness in a differentiated way (DeYoung et al., 2007).

Keywords: conscientiousness, emotional stability, Big Five, aspects, occupational testing, frame of reference