

## Differentiated measurement of conscientiousness and emotional stability in an occupational context – greater effort or greater benefit?

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### ABSTRACT

*Conscientiousness* and *emotional stability* are two general predictors of different vocational and occupational outcomes, such as job performance. There is evidence that both personality constructs can be subdivided into two different aspects, which are better predictors for vocational and occupational outcomes compared to the global measures. Therefore, the “Arbeitsbezogene Belastbarkeits- und Gewissenhaftigkeitsskalen” (ABGS) were developed to measure the two aspects of *conscientiousness* (*industriousness* and *orderliness*) and *emotional stability* (*social-interactive* and *continuous*). Further, compared with other personality inventories, items of the ABGS refer to job-related characteristics, and are therefore useful to measure their aspects in an organizational context of personnel selection and potential detection processes in order to predict job-related outcomes. In the present two studies, with a total of 5972 participants, we determined positive relationships between the ABGS and vocational success for the two sub-samples of trainees with a commercial ( $N= 2826$ ) and technical ( $N= 2674$ ) focus (Study 1). Furthermore, there is evidence for the relationship between ABGS and occupational success in the two sub-samples of Study 2 with line managers ( $N= 345$ ) and top managers ( $N= 127$ ). The results show incremental validity of the ABGS over established personality inventories (up to 21%) and over cognitive abilities (up to 24%) that are also good predictors for vocational and occupational success. The ABGS further form the basis for ongoing research to develop a job-related measurement of the other Big Five traits and its aspects (e.g., *agreeableness* with its aspects *compassion* and *politeness*).

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### KEYWORDS

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