

Effect of Personality Traits on Conflict Resolution Styles in Working Men and Women

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Abstract

Personality is sum total of a person's different characteristics referred to as traits and these traits help in understanding about individuality of workers. Conflicts among workers originate from perceived contradictions in their preferences, thoughts, and actions. Extraversion, agreeableness, conscientiousness, neuroticism, and openness were examined as predictors of conflict resolution styles which included accommodation, avoiding, collaboration, competing, and compromising. The participants were working men and women from private and public organizations in Quetta city. Self-reported Questionnaires of Big Five Inventory and Conflict Management Questionnaire were used to collect the data. Regression analyses were run for each conflict resolution style as dependent variable for personality traits. Results showed extraversion and neuroticism significant positive predictors for accommodation style; extraversion significant negative predictor for avoiding style; neuroticism and openness significant positive predictors for compromising style of conflict resolution. The results are discussed in context of past studies and conclusion on the basis of the findings is given. Limitations of the present research and suggestions for the future research are also mentioned.

Key words: Personality Traits, Conflict Resolution Styles, Baluchistan