



Invitation to a guest-lecture by



Prof. Dr. Deon De Bruin, University of Johannesburg

title: The moderating role of personality in the relations between job characteristics and employee well-being: A cross-national study in Switzerland and South Africa

day: Thursday, November 3, 2011

time: 10-12 am

room: BIN-1-D.22, Binzmühlestrasse 14/7, 8050 Zürich

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Abstract: We examine the moderating role of personality and culture in the relations between job characteristics and employee well-being. We hypothesize that personality traits (Extroversion, Neuroticism and Conscientiousness) influence how persons react to stressful job characteristics, such as high demands, low control and low support. We also hypothesize that personality play a stronger moderating role in Switzerland (an independence/individualistic society) than in South Africa, an interdependence/collectivistic society). Data were collected from 620 Francophone working Swiss adults and 874 working South African adults. Multiple regression gave strong evidence of the moderating role of personality in both countries. However, the interactions of traits and job characteristics differ across the two countries. Hence, personality matters in both countries/cultures but *how* it matters differs across countries. We discuss the results against the background of cross-cultural differences in independence/ interdependence and traitedness. We point out the implications of the findings, which show that job characteristics and individual differences need to be taken into account in understanding job strain.

Relevant references

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Short biography

Deon de Bruin is a Professor of Industrial Psychology at the University of Johannesburg, South Africa. His research focuses on cross-cultural aspects of personality assessment and personality theory. He teaches research methods and psychometrics. He consults to industry on cross-cultural aspects of psychological assessment in organisations.