

CHAPTER 3

A RESEARCH FOR RELATIONSHIP BETWEEN BIG FIVE PERSONALITY TRAITS AND ORGANIZATIONAL CITIZENSHIP

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Introduction

Personality is the fundamental factor which cause perception of environment and differentiation of individuals from each other. The personality which is formed by being influenced by social facts and common patterns within environment is composed by being influenced by unity from past to future and at the same time within the current period (Tomrukçu, 2008, p.1). According to researches, personality is expressed by the relationships between subconscious motivation, self-schema and observed behavior models which composes emotional intelligence factors (Boyatzis, 2009, p.760).

In today's management sense, it was accepted that it was accepted that in the case of happiness of human resource working within an organization could provide continuity. Moreover, being able to keep up with environmental changes, providing information sharing, sharing ideas explicitly, protecting team-mates' believes and values are the factors which are accepted to provide continuity too.

On the other hand, aside from sectoral differences, awareness of organizations about the human resource potential they have is a particular importance in terms of sustainability. The case that behaviors and attitudes of employees have effect on activity and efficiency is a rule of thumb. Due to there are few studies which examine the relationship between two variables within literature, it is thought that this study will have a great contribution on working and organizational psychology.

Contextual Framework

Big Five Personality Traits

Personality which is composed of the combination of personal structure and childhood and can be developed life-long (Pizur and Knutson, 2009, pp.158)

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limitations were given as in other studies. Therefore, data acquirement and limited time problem are the basic reasons within application period. It is considered that it will be good to make more comprehensive studies because attributing the results to general is closely effective with sample volume size. Moreover, the study was limited with manufacturing industry within private sector. A study with same purpose can be applied on other fields within state and private sectors.

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