Personality traits and self-esteem in association with career innovation

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Abstract

The aim of this research was to investigate the relationship between personality traits and self-esteem with career innovation in working people with correlation-based quantitative methods. For this purpose, we selected at convenience a sample of ۱۱۰ employees (۶۱ women and ۴۹ men) by simple random sampling method. The research variables were measured by the questionnaires of five major factors of McCray and Costa's short form personality, Eysenck self-esteem, and Career Innovation Questionnaire. We used the statistical method of multivariate linear regression and Pearson correlation and statistical software of SPSS version ۲۳ to analyze statistical data. The findings showed that there was a significant correlation between self-esteem and career innovation with a correlation coefficient of ۰.۳۵ and a significance level less than ۰.۰۱. As a result, there is a significant relationship between self-esteem and career innovation. The findings for predicting career innovation based on personality traits and self-esteem are as follows: self-esteem is of a significance level less than ۰.۰۱, extroversion with a significance level less than ۰.۰۱, conscientiousness with a significance level less than ۰.۰۱. According to the corrected determination coefficient, the subscales of neuroticism, extraversion, openness to experience, agreement, conscientiousness, and self-esteem predict ۲۸٪ of the variance of career innovation.

Keywords: personality traits, self-esteem, career innovation, creativity