

**Abstract**

**Original Article**

**Personality and Job Satisfaction among Nurses: The Mediating Effect of Contextual Performance**

**Manar Aslan, PhD, MSN, BSN**

Assistant Professor, Department of Nursing, Trakya University Faculty of Health Sciences, Edirne, Turkey

**Aytolan Yildirim, PhD, MSN, BSN**

Professor, Department of Nursing, Istanbul University Faculty of Nursing, Istanbul, Turkey

**Correspondence:** Manar Aslan, Assistant Professor, Department of Nursing, Trakya University Faculty of Health Sciences, Edirne, Turkey e-mail. manaraslan@hotmail.com

**Abstract**

**Background:** Employees who work beyond their definition of duty and show performance above expectations are a necessity for successful institutions. If the employee does his/her job well and adds something onto this, that employee needs to be rewarded. But how do personal (e.g. character) or institutional (e.g. job satisfaction) factors change this performance?

**Purpose:** This study was performed in order to determine the effects of personality characteristics and job satisfaction on contextual performance in nurses who work at hospitals.

**Methods:** This study was planned as a descriptive study. Nearly 500 nurses were reached in two hospitals, one public and the other private. The scale for contextual performance, which was developed by the researcher, was used as well as the 50 item short form of the 5 factor personality test for personality measurements and the Minnesota job satisfaction scale for job satisfaction.

**Results:** When the socio demographic characteristics, personality characteristics, and job satisfactions of the participants were examined, some employment characteristics, the agreeableness subdimension and job satisfaction were found to have effects on contextual performance.

**Conclusions:** Contextual performance is a desired result in nurses and hospitals need to pay attention to this parameter in both job applications and reward distribution. Contextual performance can be increased during job applications by checking personality characteristics and it can be increased during employment by achieving job satisfaction. This study will help hospitals improve and support their human resources departments.

**Keywords:** Nurse, contextual performance, personality, job satisfaction, hospital