CHAPTER-III
AIMS AND HYPOTHESES

Job performance is key to any organization. It includes the extent to which employees' complete tasks, the way they utilize their available resources and time and energy they spend on their tasks (Schepers, 1994; Bosoff & Arnold, 1995). Performance is an extremely important criterion that relates to organizational outcomes and success.

Researchers identifying the determinants of job performance find factors related to individual, situational and organizational as important contributing elements (Rose et.al.2010). Individual factors include happiness or subjective well being and the personality characteristics. The situational factors are stressors arising from various life situations. Among organizational factors recently emerged is employment condition i.e. temporary or contract based jobs appear to have gained considerable attention.

Life stress is an important factor which may have some affects on performance. Both major life events such as death of a spouse, change in residence or changing job hours and minor life stressors like daily hassles or a family conflict have a cumulative effect that results in performance decrements, as prolonged stress may affect cognition-the process of perception, memory, knowledge, problem solving and decision making (Rash & Manning, 2009). Sheridan and Abelson (1983) and Giga and Hoel (2003) have related stress with reduced worker and organizational performance.

Happiness plays a very important role in job performance. It is a state of mind or feeling characterized by contentment, life
satisfaction, pleasure or joy. Happiness leads to better performance precisely through the experience of positive affect. Managers with a positive mood at work receive more rewards from their supervisors (George, 1995). Happiness creates a lot of good things such as higher productivity, higher quality, lesser absenteeism and better performance (Chawsithi Wong, 2007).

Personality characteristics are permanent dispositions and are valid predictors of job performance. All personality measures could be categorized according to five factor model of personality. Five factors include neuroticism, extraversion, openness to experience, agreeableness and conscientiousness.

Neuroticism indicates person is prone to having irrational ideas, being less able to control impulses, and coping poorly with stress. Neuroticism is shown to be inversely related to job performance (Thoresen & Barrick, 1991). An extravert person is sociable, assertive, energetic and optimistic. Extraversion is a valid predictor of performance in jobs characterized by social interaction, such as sales personnel and managers (Barrick & Mount, 1991; Lowery & Krilowicz, 1994; Bing & Lounsbury, 2000).

Third dimension i.e. openness to experience includes active imagination, aesthetic sensitivity, attentiveness to inner feelings, a preference for variety, intellectual curiosity and independence of judgment, curiosity and eagerness to learn (Barrick & Mount, 1991). Those with greater openness to experience have been found to perform better in their task, contextual and assignment-specific performance (Rose et al., 2010).

Individuals high on agreeableness tend to be more helpful and sympathetic towards others. Co-operative nature of agreeable individual lead to success in occupation where team work and customer service are relevant (Judge et al., 2004).
Conscientious individuals' with achievement orientation, strong determination and hard work perform better in assigned tasks.

Contract based employment is another most important factor affecting job performance in public sector. Contract basedisation is a global trend which results in deprivation of fundamental benefits of contract based employees. For the unemployed, temporary employment might be beneficial because it gives them opportunities to become regular. Hence they would perform better than regular employees.

So, there is a clear need to identify the impact of above mentioned factors to the job performance of regular and contract based employees.

Hence, this study intends to investigate the relationship of life events (psychosocial stress and stressful life events), happiness and personality (in terms of big five) with job performance factors viz. Punctuality, Public Dealing, Obedience, Efficiency, Interpersonal Communication and knowledge of office rules and regulations.

Moreover, it has been designed to find out the predictors of job performance factors and to investigate the differences on life events (psychosocial stress and stressful life events), happiness and job performance factors viz. punctuality, Public Dealing, Obedience, Efficiency, Interpersonal Communication and Knowledge of Office Rules and Regulations. For this, a sample of 300 employees were taken, further divided into two groups i.e. Regular and Contract Based Employees with equal number of males and females working in different government organizations.

While initiating the study, certain aims and hypotheses were in view which are as follows:
Aims and Hypotheses

Aims

1) To study the relationship of Life Events (Psychosocial Stress and Stressful Life Events), Happiness and Personality (in terms of Big Five) with the factors of Job Performance among Regular and Contractual Employees.

2) To find out the exact variance explained by Life Events (Psychosocial Stress and Stressful Life Events), Happiness and Personality (in terms Of Big Five) in predicting Job Performance among Regular and Contractual Employees.

3) To study the significance of differences between the means of Regular and Contractual Employees on Life Events (Psychosocial Stress And Stressful Life Events), Happiness and Job Performance and its components.

4) To study the significance of differences between the means of two genders on Life Events (Psychosocial Stress and Stressful Life events), Happiness and the factors of Job Performance.

Hypotheses

1. Life events (Psychosocial Stress and Stressful Life Events) will have a significant and negative relationship with Job Performance and its components, irrespective of job status.

2. Happiness will have a significant and positive relationship with Job Performance and its components, irrespective of job status.

3. (a) Neuroticism (Big Five Personality traits domain) will have a significant and negative relationship with Job Performance.

(b) Extraversion (Big Five Personality traits domain) will have a significant and positive relationship with Job Performance and its components.

(c) Openness (Big Five Personality Traits domain) will have a significant and positive relationship with Job Performance and its components.
Aims and Hypotheses

(d) Agreeableness (Big Five Personality traits domain) will have a significant and positive relationship with Job Performance and its components.

(e) Conscientiousness (Big Five Personality traits domain) will have a significant and positive relationship with Job Performance and its components.

4. Contractual Employees will significantly score higher on Life Events (Psychosocial Stress and Stressful Life Events), because of their uncertain job status.

5. Regular Employees will significantly score higher on Happiness, as they are generally protected in terms of job security and promotional opportunities.

6. The level of Job Performance of Contractual Employees will be significantly higher to that of Regular Employees because contractual job is a stepping-stone towards regular work.

7. As far as gender differences are concerned, null hypotheses stands.