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## Examining the effect of disposition on job satisfaction: An empirical study of resident doctors in India

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### Abstract

The construct of job satisfaction has been of considerable interest to organizational behaviorists. Research shows that stable dispositional factors may bring considerable consistency in job attitudes, particularly in work satisfaction. This study examines the effects of dispositional and situational variables on the job satisfaction of resident doctors working as medical professionals in India. One hundred and fifty-seven resident doctors from Delhi and NCR region have been surveyed to test the hypothesis that there is a significant dispositional component to their job satisfaction apart from the situational factors. Statistical and logical relationships among overall job satisfaction, intrinsic satisfaction, extrinsic satisfaction, and predisposition of the doctors have been explored by the researcher. The findings of this empirical study disclose significant positive relationships between the disposition of the doctors and their overall as well as facet satisfaction. Results reveal a 39.7% variation in overall job satisfaction of the resident doctors being affected by disposition at a .01 level of significance in comparison to a 23.9% variation caused by the satisfaction on intrinsic factors. This paper orients itself toward presenting the results and discussion on the empirical research undertaken.

**Keywords:** Job satisfaction, Extrinsic satisfaction, Intrinsic satisfaction, Disposition, Resident doctors

### 1. Introduction

Job satisfaction is the most studied concept in the fields of organizational behavior and organizational psychology. It's viewed as a 'function of the perceived relationship between what one wants from one's job and what one perceives it as offering' (Locke, 1969, Locke, 1976) <sup>[24-25]</sup>. This well-accepted definition of job satisfaction emphasizes the importance of both situational and dispositional determinants of job satisfaction. Many researchers argued that to be successful the situational changes introduced by the management must contend with attitudinal consistency (Staw and Ross, 1985) <sup>[33]</sup>. However, in practice, the personality variables in job satisfaction research have received only minimal attention. Weiss and Adler (1984) <sup>[37]</sup> once commented "researchers have barely scratched the surface on the ways in which personality constructs may enter into theoretical systems". There has been an increasing interest in the area of dispositional research in the field of job satisfaction since then, focusing on disposition in general or specific dispositional traits affecting job satisfaction. Deeper insights into the topic are much required though, as many more aspects of these relationships are still unexplored. 'When considering job satisfaction and work motivation in general, of particular interest are the distinctive traits of these concepts in transition economies' (Culibrk, Delic, Mitrovic, and Culibrk, 2018) <sup>[6]</sup>.

### 2. Research Review

The concept of dispositional factors is not new in the field of job satisfaction. There has been recognition of individual differences in job satisfaction for as long as the topic has been studied. Hoppock (1935) <sup>[15]</sup> in his classic work found that workers satisfied with their jobs were better adjusted emotionally than dissatisfied workers. Smith (1955) <sup>[32]</sup> reported that the feeling of monotony (a correlate of dissatisfaction) among workers is not merely a function of the task performed but is related to the more general factors in the individual workers. Locke (1969) <sup>[26]</sup> also incorporated individual differences in perceptions of rewards in his famous definition of job satisfaction. It was, however, only around the beginning of the 1980s, after the publication of two influential studies by Staw and colleagues (Staw and

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Ross, 1985; Staw, Bell & Clausen, 1986)<sup>[33, 34]</sup>, that the dispositional sources of job satisfaction came into its own as a research area and the researchers began thinking of them as determinants of satisfaction at work along with the job and personal factors.

Pulakos and Schmitt (1983)<sup>[31]</sup> after a longitudinal study of high school students suggested that personnel selection might benefit from the attention to selecting individuals who have higher probabilities of being satisfied. Staw and Ross (1985)<sup>[33]</sup> investigated both dispositional and job factors as determinants of job satisfaction and inferred a dispositional source of job satisfaction by observing the measures of job satisfaction stable over a two-year, three-year, and five-year period of time. The study by Staw, Bell, and Clausen (1986)<sup>[34]</sup> also empirically suggested that there exists a moderate correlation between affective disposition and job affect. Gerhart (1987)<sup>[10]</sup> critically studied the dispositional and situational factors as determinants of job satisfaction and found evidence for consistency in job satisfaction across employer and occupational changes. In another important study conducted by Arvey, Bouchard, Segal, and Abraham (1989)<sup>[2]</sup>, the researchers found significant similarity in the job satisfaction levels of identical twins separated from early childhood indicating again the importance of dispositional factors. The effect of dysfunctional thought processes on subjective well-being and job satisfaction was studied by Judge and Locke (1993)<sup>[20]</sup> and they found a detrimental effect of such thought processes on Job satisfaction and subjective well-being. Erez & Judge (1994)<sup>[8]</sup> examined the role of self-deception as a dispositional source of job satisfaction and revealed that the subjects engaged in self-deception are more satisfied in their life and work.

Judge, Locke & Durham (1997)<sup>[22]</sup> proposed the concept of 'core evaluations' (comprising positive affectivity, self-esteem, self-efficacy, and internal Vs external locus of control to compute dispositional level) and claimed that core evaluations may explain the dispositional source of job satisfaction. They also proposed a conceptual model of the mechanisms by which dispositional factors may affect job satisfaction. In a later study, Judge, Locke, Durham & Klugger (1998)<sup>[23]</sup> empirically tested the theoretical model proposed by Judge *et al.* (1997)<sup>[22]</sup> and found significant correlations between the dispositions of the respondents and job satisfaction. In another research, Judge and Larsen (2001)<sup>[21]</sup> recommended the investigation of dispositional traits and theoretical processes underlying the effect of disposition on job satisfaction to be the two most important future areas of research. To facilitate it, they provided an integrative review of personality and affective dispositional traits and further discussed many theoretical processes and mechanisms underlying the dispositional source of job satisfaction. Ilies and Judge (2003)<sup>[16]</sup> studied the impact of two dispositional frameworks, the five-factor model and the positive-negative affectivity, as the mediator of genetic influences on job satisfaction. They found that affectivity is a stronger mediator of genetic effects explaining about 45% or double mediation on job satisfaction than the personality traits. Staw and Cohen-Charash (2005)<sup>[35]</sup> in their work re-examined and summated the 'person-situation' debate and offered a new model of job satisfaction based on the disposition affect on job satisfaction as a job attitude. Irshad and Naz (2011)<sup>[18]</sup> examined the relationships between job satisfaction, organizational commitment, and personality

traits and found significant correlations between them.

More recently, Gori and Topino (2020)<sup>[21]</sup> examined the psychological factors favoring job satisfaction mediated by workplace relational civility or insight orientation. The researchers found significant mediation of workplace civility between predisposition and job satisfaction and concluded strengthening such intervening variables might improve the well-being of all for an organization. Topino, Fabio, Palazzeschi, and Gori (2021)<sup>[36]</sup>, the researchers investigated the effect of age on the relationship between conscientiousness, job satisfaction, and other big five personality traits. They found a positive association between conscientiousness and job satisfaction moderated by age but no such interaction was found between the big five personality traits and job satisfaction.

The research review shows that there is significant evidence to believe that dispositional factors do affect the satisfaction levels of individuals. People with the tendency to complain about life, in general, are more dissatisfied with their job in particular (Judge, Locke & Durham, 1997)<sup>[22]</sup>. However, most of the research work on the dispositional approach to job satisfaction is conducted in western countries. The dispositional factors of job satisfaction which appear influential in these studies might not be equally important in less westernized cultures like in Asia. Dispositions might have different consequences for job satisfaction in different cultures (Judge, Parker, Colbert, Heller & Ilies, 2001)<sup>[21]</sup> or work settings. In a cross-cultural study, for example, the researcher suggested a greater emphasis on extrinsic job factors such as salary than what is typical in the U.S. (Indiresan, 1981)<sup>[17]</sup>. Moreover, not much research is attempted in India on the dispositional source of job satisfaction, even less among resident doctors as a professional group. In this background, this study is an attempt to fill the void in job satisfaction research.

### 3. Research Methodology

#### 3.1 Objectives and Hypotheses

This empirical study was undertaken to explore the situational and dispositional sources of job satisfaction. It seeks to measure situational satisfaction on intrinsic and extrinsic job factors and relates these to overall job satisfaction. The research further proposes that dispositional factors are important in determining global or overall job satisfaction. As overall job satisfaction is composed of intrinsic and extrinsic job satisfaction (Bektas, 2017) and dispositions are the affective tendencies interwoven in the personality of an individual, this study also proposes that dispositions of an individual can also affect his/her intrinsic and extrinsic satisfaction on the job.

The hypotheses formulated and tested in the study include:

H<sub>1</sub> = Disposition is significantly related to overall job satisfaction

H<sub>2</sub>= Disposition is significantly related to intrinsic job satisfaction

H<sub>3</sub>= Disposition is significantly related to extrinsic job satisfaction

H<sub>4</sub> = Satisfaction on intrinsic job factors is significantly related to overall job satisfaction

H<sub>5</sub> = Satisfaction on extrinsic job factors is significantly related to overall job satisfaction

H<sub>6</sub> = Disposition significantly affects the overall job satisfaction

### 3.2 Sample

A questionnaire was prepared for the study after extensive research including questions on demographics, global job satisfaction, intrinsic satisfaction, extrinsic satisfaction, and disposition. 157 resident doctors, working as health professionals in the public and private health sectors of India, were randomly selected and administered the self-reported questionnaire, wherein they marked their responses to the questions asked. Out of these 157 resident doctors, 78 doctors were from the public sector and 79 from the private sector. The mean age of the respondents is 1.90 which represents the age group of '26 – 35 years' (SD = .41). The sample includes 57 female doctors and 100 male doctors. The number of graduate and postgraduate doctors in the sample is almost equal, that is, 80 graduates and 77 post-graduates in medicine. Most resident doctors (130) in the sample are working with hospitals. Only 27 residents are working in small organizations. The majority of doctors are very young in the profession as 137 out of 157 have work experience of fewer than 5 years.

### 3.3 Measures

The respondents were asked to complete the inventories included in the self-reported questionnaire through a survey. The inventories in the survey involved the Brayfield and Rothe Inventory (Brayfield and Rothe, 1951)<sup>[4]</sup>, Porter's need satisfaction Questionnaire (1962), and Core self-evaluation Inventory (Aamodt and Raynes, 2001)<sup>[1]</sup>.

Brayfield and Rothe Inventory measures overall job satisfaction. It consists of 18 items to be answered on a 5-point Likert scale, ranging from strongly agree to strongly disagree. The range of minimum to maximum score is thus 18 to 90 with the neutral point at 54. A low total score indicates dissatisfaction with the work and a maximum score represents satisfaction. The scale is widely used by researchers due to its high validity and reliability.

Porter's Need Satisfaction Questionnaire is originally consisting of 13 items classified according to Maslow's hierarchy system. It's used to measure the satisfaction or dissatisfaction levels on individual factors of a job as well as overall dissatisfaction or satisfaction on the job. The questionnaire was adapted with a 26 items version classified according to their nature in intrinsic factors and extrinsic factors. Responses were asked on three ratings indicating both the satisfaction level of the respondents and the importance of the job factors. The range of the scores for satisfaction levels on individual factors is -6 to +6 including 0 and gives a 13-point scale so that the high scores represent high dissatisfaction. The ratings on importance scores range from 1 to 7, where high scores represent high importance attached to the variable.

Core Self Evaluation Scale, suggested by Aamodt and Raynes (2001)<sup>[1]</sup>, has been used to measure the dispositions of the respondents. Containing 36 items it includes five-point scoring on 36 questions on positive affectivity, self-esteem, self-efficacy, and locus of control. A high score represents a high disposition to be happy and satisfied in a job and life in general. The reliability of these inventories was tested and found reasonably good. The Cronbach's alpha coefficients for the scales are reported in table one.

### 3.4 Design

The research study was designed as primarily a causal survey study with a further objective to explore the possible

relevance of the situational or job factors (intrinsic and extrinsic) and dispositional factors in explaining the job satisfaction of an individual. The data was analyzed using univariate, bivariate, and multivariate statistical techniques. Correlations and multiple regression techniques were applied specifically to test the propositions hypothesized. The intrinsic satisfaction, extrinsic satisfaction, and dispositional levels were correlated with overall job satisfaction and their significance levels are tested at .05 and .01 levels of significance.

### 4. Results

To explore first the extent of the overall job satisfaction and other variables the mean and standard deviations were computed. Table 1 describes the summary statistics of the important factors.

**Table 1:** Mean and standard deviations of key variables

Variable	Mean	Standard Deviation	Alpha
Overall job satisfaction	3.6433	.5183	.87
Intrinsic satisfaction	1.5011	.8722	.89
Extrinsic satisfaction	1.7898	.9987	.79
Predisposition	3.6822	.3876	.90

Source: Compiled from SPSS output by author

The table signifies that the mean overall job satisfaction for the sampled resident doctors is 3.64 (SD = .52), which (on a five-point scale ranging from 1-5) indicates that the residents are moderately satisfied. Intrinsic satisfaction and extrinsic satisfaction are measured on Porter's need satisfaction scale, ranging from -6 to +6 including 0. A higher score on this scale indicates high levels of job dissatisfaction and a low score shows the levels of job satisfaction on the factors. Results reveal that the respondents are dissatisfied with both the intrinsic and extrinsic factors, however, the level of dissatisfaction is high on the extrinsic factors (Mean = 1.79; SD = .99) than the intrinsic factors (Mean = 1.50; SD = .87). The mean predisposition score of the respondents is 3.68 (SD = .39), which also demonstrates that on average the doctors are moderately high on the variable. Accounting for the standard deviation shifts it even more towards the higher end. Next, the correlations are computed between the overall job satisfaction of the doctors and their intrinsic satisfaction, extrinsic satisfaction, and disposition, the results of which are exhibited in the next table.

**Table 2:** Correlations of overall job satisfaction with disposition, intrinsic satisfaction, and extrinsic satisfaction

Variable	Overall job satisfaction
Predisposition	.424**
Intrinsic satisfaction	-.260**
Extrinsic satisfaction	-.345**

Source: Compiled from SPSS output by author

\*\* Significant at .01 level.

The prediction that global job satisfaction is determined by the dispositional factors along with the situational factors is partially confirmed by the figures given in table 2. The overall job satisfaction is found most strongly correlated with the dispositional levels (.424, p < .01) for the present sample. Doctors with higher levels of disposition are more satisfied with their jobs in general. The correlation of overall job satisfaction with intrinsic satisfaction is -.260 (p

□ .01), which means that the resident doctors with high levels of overall or global job satisfaction are less dissatisfied with the intrinsic aspects of their work. Comparing this with the extrinsic factors, the correlation is - .345 (p □ .01). This suggests not only that the resident doctors' global satisfaction level is more significantly related to the extrinsic factors but also that the doctors who are more satisfied with global job satisfaction are also more dissatisfied on the extrinsic aspects of their work. Further examined are the relationships of the disposition and other personal variables with intrinsic, and extrinsic satisfactions, the results of which are shown in table 3.

**Table 3:** Correlations of intrinsic satisfaction, extrinsic satisfaction, and overall job satisfaction with Disposition, and selected demographic variables

Variable	Overall job satisfaction	Intrinsic satisfaction	Extrinsic satisfaction
Disposition	.424**		-.189*
Age	.229**		
Gender			
Level of education	.342**		
Level of residency	.324**		
Sector			
Size of organization			
Duration of service			.171*
Marital status	.264**		

Source: Compiled from SPSS output by author

\* Significant at .05 level.

\*\* Significant at .01 level.

Note: only significant correlations are reported.

Overall job satisfaction is seen as significantly positively related with not only intrinsic satisfaction or extrinsic satisfaction or even the dispositional level (as seen in Table 2) but also with age (r = .229, p □ □ .01), level of education (r = .342, p □ □ .01), level of residency (r = .324, p □ .01), and marital status (r = .264, p □ .01). Interestingly, the intrinsic satisfaction is not found significantly related to any other variable other than the overall job satisfaction as exhibited in table 2. Extrinsic satisfaction on the other hand is significantly correlated with the disposition (r = -.189, p □ .05), and duration of service (r = .171, p □ .05).

To assess whether the dispositional factors are more important than the work factors in explaining the overall job satisfaction of the doctors, the data was analyzed using step-wise linear multiple regression techniques. The purpose of this analysis was to identify a combination of independent variables that is capable of explaining to maximum variance in overall job satisfaction and to locate the individual contribution of each variable in the model toward overall job satisfaction. The result of the multiple regression is reported in table 4.

**Table 4:** Determinants of overall job satisfaction

Independent variables	Dependent variable:	Overall job satisfaction	
	Beta	Simple r	t - value
Disposition	.397	.424**	5.999
Level of education	.248	.342**	3.551
Intrinsic satisfaction	-.239	-.260**	-3.656
Age	.187	.229**	2.683

Multiple R = .59, R square = .36, Adjusted R square = .34

Source: Compiled from SPSS output by author

\*\* Significant at .01 level.

Table 4 shows the results for the variables analyzed for multiple regression. Collectively, four variables namely, disposition, level of education, intrinsic satisfaction, and age, were found to explain 36% variation in overall job satisfaction. The R square adjusted for the number of independent variables is .34 or 34%. The standardized Beta values, computed in regression analysis, are used to assess the relative impact of different variables and to assess which variables have the greatest effect on the dependent variable (Vaus, 2002, p. 323). A comparison of the Beta values confirms the hypothesis that dispositional factors are capable of explaining overall job satisfaction. The Beta values show that the greatest independent impact on overall job satisfaction is made by disposition. It contributes the maximum, i.e. 39.7%, towards overall job satisfaction followed by the level of education (28.4%), intrinsic satisfaction (23.9%), and age (18.7%). The t-values also indicate that the disposition is relatively the most important variable in the model. Another noteworthy point is that the bivariate analysis indicated that overall job satisfaction is significantly related to both intrinsic and extrinsic satisfaction along with other variables. Extrinsic satisfaction appeared to be more strongly related to overall satisfaction than intrinsic satisfaction therein. However, multiple regression suggests four variables (including the predisposition, level of education, intrinsic satisfaction, and age) that regress on the overall job satisfaction, excluding extrinsic satisfaction, which is a finding in agreement with Herzberg's theory (Herzberg, 1967; Herzberg, 2003) of job satisfaction. The significance of the R-value was tested with ANOVA the results of which are demonstrated in table 5.

**Table 5:** Analysis of variance of the regression model

Model	Sum of Squares	Degree of Freedom	Mean Square	F	Sig.
Regression	15.004	4	3.751	21.197	.000
Residual	26.898	152	.177		
Total	41.902	156			

Source: Compiled from SPSS output by author

Note:

- Predictors:** (Constant), predisposition, level of education, intrinsic satisfaction, age
- Dependent Variable: overall job satisfaction**  
Having obtained the R square value of .36, the next was the F-test conducted to see whether this value is significant or could have occurred due to sampling error. Analysis of Variance shows the F-value significant at the .01 level, implying that the calculated R square value of .36 is not simply due to the sampling error and is statistically relevant.

**5. Discussion**

This research aimed to assess the effect of dispositional factors in explaining job satisfaction. The debate over the validity of dispositional factors as predictors of job satisfaction started with the publication of two influential studies by Staw and colleagues (Staw & Ross, 1985; Staw, Bell & Clausen, 1986) [33, 34] on the topic in which the researchers advocated the role of dispositional factors in estimating job satisfaction through the empirical results. Though the literature on dispositional sources had its critics (Cropanzano & James, 1990; Davis – Blake & Pfeffer, 1989; Gerhart, 1987; Gutek & Winter, 1992) [5, 7, 10], most of these

criticisms have been based on methodological inadequacies of the studies. There are still many studies supporting the dispositional approach to job satisfaction as shown in the research review. The present study successfully established the link between the dispositions of individuals and their job satisfaction.

The study reveals that the resident doctors are moderately satisfied overall with their work, less dissatisfied with content or intrinsic factors, and more dissatisfied with the context or extrinsic factors. Similar results have been found by Filho *et al.* (2016)<sup>[9]</sup> and Martins *et al.* (2016)<sup>[29]</sup> in their study of doctors' job satisfaction. The first hypothesis of the study is found true i.e. disposition is significantly related to overall job satisfaction. Overall job satisfaction is significantly correlated with both intrinsic and extrinsic satisfaction, but the most significant relationship found is with disposition. The correlational value of .42 explains a moderate to substantial positive linear relationship between disposition and overall job satisfaction. This leads to the conclusion that peoples' appraisals of the job are not only affected by just the attributes of the work but also by their personalities and how they view the objects. One explanation for this high correlation may be that occupational groups such as doctors are usually highly motivated by their inner self due to the service motive of the profession, the self-development motive of the individuals, or even the high self-esteem attached to the profession. People who consider themselves worthy and able to cope with life's exigencies bring a "positive frame" to the events and situations they encounter (Judge *et al.*, 1998)<sup>[23]</sup>. The finding is consistent with the assumptions of the dispositional approach that how people see themselves affects how they experience their jobs. No significant correlation has been found in the analysis between disposition and intrinsic satisfaction. Hypothesis three about the significant relationship between disposition and extrinsic job satisfaction is established as true in the analysis. Those who are high in disposition are less dissatisfied on extrinsic factors.

The study also explored the relationships between overall job satisfaction and other personal and job factors. Age, level of education (i.e. medical graduate or postgraduate), level of residency (i.e. junior resident or senior resident), and marital status have been found positively correlated with the overall job satisfaction of resident doctors at a .01 level of significance. Results reveal that gender, sector of work, size of organization, and duration of service are not significantly related to overall job satisfaction in resident doctors which is in contrast to results found in other studies such as Mrduljas-Dujie *et al.* (2010)<sup>[30]</sup>, Yadav and Gurjar (2023)<sup>[38]</sup>, and Zaman and Rahman (2013)<sup>[39]</sup>. Disposition is found significantly and negatively related to extrinsic satisfaction along with the duration of service. These results show that disposition is not only highly related to overall job satisfaction but also helps in retaining extrinsic dissatisfactions at low levels. This is because people with positive self-concepts see their jobs and lives more positively as compared to those with negative predispositions.

The results also supported hypotheses four and five relating to the relationship between facet satisfaction and overall or global job satisfaction. A significant relationship between satisfaction on intrinsic job factors and overall job satisfaction has been found but the significant correlation

between extrinsic job factors and overall job satisfaction appeared to be much stronger in comparison. The last hypothesis proposes that disposition significantly affects overall job satisfaction and is also found true in the results. Out of the overall contribution of 34% of the four regressing factors i.e. disposition, education level, intrinsic satisfaction, and age, the greatest contribution of 39.7% has been made by the dispositional factors.

The most important finding of the study is that disposition significantly determines overall job satisfaction, which confirms the proposition made by the study. A similar finding has been reported by other researchers as well such as Erez and Judge (1994)<sup>[8]</sup>, Ilies and Judge (2003)<sup>[16]</sup>, Judge *et al.* (1998)<sup>[23]</sup>, Judge and Hulin (1993)<sup>[20]</sup>, and Straw, Bell, and Clausen (1986)<sup>[34]</sup>. The study provides evidence that people differ in their disposition of how they view themselves and other things, which further affects their satisfaction with their work and life in general. Situational factors also remain the prime determinants of satisfaction at work. However, the changes in the situational factors certainly affect the persons with positive dispositions more quickly and positively because their dispositional makeup will allow them so (Judge *et al.*, 1998)<sup>[23]</sup>. This result is important for two reasons. First, it supports and advances research in the field of job satisfaction and its dispositional sources along with a comparative evaluation of contributions by situational and personal factors. Second, it emphasizes the need to redirect human resource managers to make the workplaces healthier for their people from purely situational to dispositional too. The dispositional approach is often criticized for lack of empirical evidence on its impact on job satisfaction (Gerhart, 1987)<sup>[10]</sup>. The present study contributes to answering such criticisms. The major implication of the study for human resource management of the health sector is that managers must at the selection stage itself need to make better decisions so as not to hire potentially dissatisfied employees. Organizations with competent and focused employees certainly enjoy better status in implementing plans and changes if the employees are equipped with positive attitudes too. As Staw & Ross (1985)<sup>[33]</sup> commented "any situational changes may prone to failure because they must contend with attitudinal consistency". Managers should also encourage the employees to take responsibility for the quality and quantity of their work and the satisfaction aspects of their jobs as the intrinsic aspects of work are also important in enhancing job satisfaction (Locke and Latham, 2004)<sup>[27]</sup>. Lastly, extrinsic aspects of the job should be managed in such a way that eliminates these obvious causes of job dissatisfaction.

## 6. Conclusion

The present study attempts to study the impact of disposition on job satisfaction, in addition to relating disposition to intrinsic satisfaction and extrinsic satisfaction of doctors, an occupational group examined less in the area of job satisfaction research, particularly in India. Contrary to the popular approach to studying either the overall job satisfaction or intrinsic and extrinsic satisfaction in isolation, the study measures the overall job satisfaction and satisfaction on job factors by applying two different scales meant specifically to measure them. Also, the study explains job satisfaction from the point of view of a comprehensive and overall dispositional approach. Most of the earlier studies have studied single aspects of personality, like self-

esteem, self-efficacy, conscientiousness, self-deception, or locus of control, for their impact on job satisfaction levels and not the personality as a whole. Except for the relationship between disposition and intrinsic satisfaction, all other hypotheses relating to relationships between disposition and overall job satisfaction, disposition and extrinsic satisfaction, intrinsic satisfaction and overall job satisfaction, extrinsic satisfaction, and overall job satisfaction are proved significantly true at .05 or .01 levels of significance.

Research on the dispositional approach to job satisfaction is still at an adolescent age and further research may extend to a universally-accepted conceptual framework on how the dispositional sources affect job satisfaction or even what makes up the dispositional sources. As rightly pointed out by Judge and Larsen (2001) <sup>[21]</sup> “the two areas most in need of future research attention are (a) which trait(s) should be included in investigations of the dispositional source of job satisfaction and (b) elucidating the theoretical processes underlying the effect of dispositions on job satisfaction”. The techniques to objectively assess positive dispositions at the selection stage may also be developed through research to assist personnel managers. Timothy A. Judge and colleagues (Judge *et al.*, 1997) <sup>[22]</sup> have made a pioneering effort in this direction by introducing the concept of core evaluations and the model of how dispositions influence job satisfaction. Future research may be conducted on testing the model proposed by them empirically. Though the present study attempts to unravel the link between dispositions and job satisfaction among resident doctors in India, more studies in different occupational groups or non-western cultures will help in advancing the knowledge on the topic.

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