

# 參考文獻

## 中文文獻：

- 王叢桂（1992）。*社會轉型中各世代的工作價值變遷*。國家科學委員會專題研究報告。
- 王叢桂（1992）。工作目的價值變遷的探討。*測驗與輔導(台灣)*，119期，頁 2435-2437。
- 王叢桂（1995）。*社會轉型中之工作價值觀變遷研究*。行政院國家科學委員會研究計畫成果報告。
- 朴英培（1988）。*工作價值觀、領導型態、工作滿足與組織承諾關係之研究-以韓國電子業為例*。政治大學企業管理學研究所博士論文。
- 李元隆（2000）。*台灣人才派遣業現況之研究--以日本人才派遣業為比較基礎*。國立中山大學人力資源管理研究所碩士論文。
- 林仁和（2001）。*商業心理學*。台北：揚智文化。
- 余安邦（1980）。*企業組織中員工離職行為之研究*。國立台灣大學心理研究所碩士論文。
- 邱淑媛（1993）。*工作價值觀對工作態度及工作表現的影響*。中原大學企業管理學研究所碩士論文。
- 吳鐵雄、李坤崇、劉佑星、歐慧敏（1996）。*工作價值觀量表編制研究*。行政院青年輔導委員會專題研究計畫成果報告。
- 洪英正（1987）。*工作團隊中工作者的 A 型人格、主管領導型態與工作壓力、工作滿意及工作投入的關係研究*。國立政治大學心理研究所碩士論文。
- 洪睿萍（2001）。*壽險業務員人格特質、工作價值觀與工作滿意度之相關研究*。國立高雄師範大學工業科技教育學系。
- 吳聰賢（1983）。*農村青年職業興趣、工作價值與職業選舉之關係研究*。台北：行政院青輔會。

- 時勤 & 盧嘉(2002)。*工作滿意度與公平感 離職意向的關係的研究*。泛華心理學研究論文。
- 郭文祥(1980)。*大學畢業生離職行為研究*。國立政治大學企業管理研究所碩士論文。
- 許功餘、王登峰 & 楊國樞(2000)。*台灣與大陸華人基本性格向度的比較*。第五屆華人心理與行為科際學術研討會。中研院民族學研究所。
- 陳森壬 & 黃國隆(1982)。*員工個人屬性、需求層次、工作特性與工作滿足的關係*。*管理評論(政治大學)*, 1期, 頁18-38。
- 陳熾竹(2002)。*網路與真實人際關係、人格特質及幸福感之相關研究*。國立屏東師範學院教育心理與輔導研究所碩士論文。
- 陳騰祥(1989)。*受雇員工工作倫理研究*。*輔導學報*, 12期, 頁143-169
- 莊耀嘉 & 李雯娣(2001)。*兒童性格結構：五大模型的本土化檢驗*。*中華心理學刊*, 第43卷, 第1期, 頁65-82。
- 黃同圳(1993)。*青年勞工工作價值觀與組織向心力之研究*。台北：行政院青年輔導委員會。
- 黃光國(1983)。*台灣地區企業組織型態與員工工作士氣*。*中央研究院民族學研究所集刊(台灣)*, 56期, 頁145-193。
- 黃堅厚(1999)。*人格心理學*。台北：心理出版社。
- 黃國隆(1982)。*領導方式、工作特性、成就動機、內外控、專斷性與教師工作滿足的關係*。*國立政治大學教育與心理研究*, 5, 頁47-76。
- 黃國隆(1995)。*台灣與大陸企業員工工作價值觀之比較*。*本土心理學研究(4):組織心理與行為*, 92-147。台北：台灣大心理學系本土心理學研究室。
- 黃煒斌(2002)。*外籍勞工人格特質、工作價值觀與工作滿意度之相關研究--以大發工業區為例*。國立高雄師範大學工業科技教育研究所碩士論文。
- 楊國樞(1982)。*中國人的性格與行為：形成及蛻變*。*中華心理學刊*, 23期, 頁39-56。
- 楊國樞(1999)。*中國人的五大性格向度：本土化的實徵研究*。中華

心理學年會。

經濟部台灣經濟研究院主編(民 82)。 *中小企業的產業結構面、技術進步及人力資源*。

葛樹人(2001)。 *心理測驗學*。台北：桂冠出版社。

蔡承志(1985)。 *個人現代性、工作環境現代性之知覺及工作滿足*。

國立政治大學心理研究所碩士論文。

劉兆明(1995)。工作價值觀及其形成歷程之探討。 *應用心理學報*，1, 73-103。

劉茂明(1984)。 *管理人員之人格特質、工作滿足對流動意願影響之研究*。私立淡江大學管理科學研究碩士論文。

鄭伯壘(1985)。 *工作取向領導行為與部屬工作績效：補足模式及其驗證*。台灣大學心理學研究所博士論文。

樊景立(1978)。 *紡織場女作業員離職行為之研究*。國立政治大學企業管理研究所碩士論文。

戴維舵(1999)。"Big Five"五大人格特質在人力甄選上的應用探討。 *致理學報*，12, 頁 89-114。

## 英文文獻：

- Albert, M.B., D. Avery, F. Narin, & P. McAllister. (1991). Direct validation of citation counts as indicators of industrially important patents. *Research Policy*, 20, 251-259.
- Allport, G. W., & Odbert, H. S. (1936). *Trait-names : A psycho-lexical study. Psychological Monographs*, 47, No.1(Whole No. 211).
- Arvey, R. D. & Bouchard, T. J. Jr (1994). Genetics, twins, and organizational behavior. In Staw, B. A. & Cummings, L. L. (Eds), *Research in Organizational Behavior*, 16, 47-82.
- Arvey, R. D., Bouchard, T. J. Jr, Segal, N. L., & Abraham, L. M. (1989). Job satisfaction : Environmental and genetic components. *Journal of Applied Psychology*, 74, 187-192.
- Arvey R.D., McCall, B. P., Bouchard, T. J. Jr, Taubman, P., & Cavaugh, M. A., (1994). Genetic influences on satisfaction and work values. *Personality and Individual Differences*, 17, 21-33.
- Baron, I.L., & Kenny, D. (1986). The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51, 1173-1182.
- Barrick, M. R., & Mount, M. K. (1991). The Big Five personality dimensions and job performance : A meta-analysis. *Personnel Psychology*, 44, 1-26.
- Barrick, M. R., Mount, M. K., & Strauss, J. P. (1993). Conscientiousness and performance of sales representatives : Test of the mediating effects of goal setting. *Journal of Applied Psychology*, 78, 715-222.
- Berger, P. L.(1983). *Secularity : West and East Cultural identity and modernization in Asian countries*. Kokugakuin University Centennial Symposium.
- Blood, M. R. (1969). Work values and job satisfaction. *Journal of Applied Psychology*, 53, 456-459.
- Borkenau, P. & Ostendorf, F. (1993). *NEO-Fünf-Faktoren-Inventar (NEO-FFI) nach Costa und McCrae [NEO-Five-Factor Inventory according to Costa and McCrae]*. Göttingen (Germany): Hogrefe.
- Bouchard, T. J., Arvey, R. D., Keller, L. M. & Segal, N. L. (1992). Genetic influences on job satisfaction : A reply to Cropanzano and James. *Journal of Applied Psychology*, 77, 89-93.
- Brayfield, A. H., & Crockett, W. H. (1955). Employee attitudes and employee performance. *Psychological Bulletin*, 52, 396-424.

- Brief, A. P. ( 1998 )** .*Attitudes in and around organizations*. Thousand Oaks. CA : Sage.
- Cattell, R. B. ( 1965 )** . Personality, role, mood, and situation perception : A unifying theory of modulators. *Psychological Review*, *70*, 1-18.
- Cherrington, D. J., Reitz, H. J., & Scott, W. E. ( 1971 )** . Effects of contingent and noncontingent reward on the relationship between satisfaction and task performance. *Journal of Applied Psychology*, *55*, 531-536.
- Connolly, J. J., & Viswesvaran, C. ( 2000 )** . The role of affectivity in job satisfaction : A meta-analysis. *Personality and Individual Differences*, *29*, 265-281.
- Conwell, V. R.( 1999 )** . Up to the Test, Future Managers Score on Personality, *Atlanta Journal Constitution*, May 16, 1999.
- Corzine, J. B., Bustzman, G. F., & Busch, E. T. ( 1994 )** . Mentoring, downsizing, gender, and career outcomes, *Journal of Social Behavior and Personality*, *9*, 517-528.
- Costa, P. T., Jr., & McCrae, R. R. ( 1985 )** . Influence of extraversion and neuroticism on subjective well-being : Happy and unhappy people. *Journal of Personality and Social Psychology*, *38*, 668-678.
- Costa, P. T., Jr., & McCrae, R. R. ( 1985 )** . *The NEO Personality Inventory manual*. Odessa, Fla. : Psychological Assessment Resources.
- Costa, P. T., Jr., & McCrae, R. R. ( 1992 )** . *Revised NEO Personality Inventory (NEO-PI-R )and NEO Five-Factor (NEO-FFI )Inventory professional manual*. Odessa, FL : PAR.
- Costa, P. T., Jr., & McCrae, R. R. ( 1995 )** . Domains and facets : Hierarchical personality assessment using the Revised NEO Personality Inventory. *Journal of Personality Assessment*, *64*, 21-50.
- Costa, P. T., Jr., & McCrae, R. R. ( 1996 )** . Work and Personality : Use of the NEO-PI-R in Industrial/Organizational Psychology. *International Association of Applied Psychology*, 225-241.
- Costa, P. T., Jr., McCrae, R. R. & Holland. J. L. ( 1984 )** . Personality and vocational interests in an adult sample. *Journal of Applied Psychology*, *69*, 390-400.
- Cox, T. H., & Nkomo, S. M. ( 1991 )** . A race and gender group analysis of the early career experience of MBAs. *Work and Occupations*, *18*, 431-466.
- Crain, R. D. ( 1974 )** . *The effect of work values on the relationship between job characteristics and job satisfaction*. Unpublished dissertation, Bowling Green State University.
- Cronbach, L. J. ( 1946 )** . Response sets and test validity. *Educational and*

- Psychological Measurement*, 6, 475-494.
- Cropanzano, R. & James, K. (1990)** . Some methodological considerations for the behavior genetic analysis of work attitudes. *Journal of Applied Psychology*, 75, 433-439.
- DeNeve, K. M., & Cooper, H. (1998)** . The happy personality : A meta-analysis of 137 personality traits and subjective well-being. *Psychological Bulletin*, 124, 197-229.
- de Vaus, D., & McAllister, I. (1991)** .Gender and work orientation : Values and satisfaction in Western Europe.*Work and Occupations*, 18, 72-93.
- Digman, J. M. (1990)** . Personality structure: Emergence of the five-factor model. *Annual Review of Psychology*, 41, 417-440.
- Digman, J. M., & Inouye, J. (1986)** . Further specification of the five robust factors of personality. *Journal of Personality and Social Psychology*, 50, 116-123.
- Digman, J. M., & Shmelyov, A. G. (1996)** . The structure of temperament and personality in Russian children, *Journal of Personality and Social Psychology*, 71, 341-351.
- Dillehay, R. C., & Jernigan, L. R.(1970)** . The biased questionnaire as an instrument of opinion change. *Journal of Personality and Social Psychology*, 15, 144-150.
- Drummond, R. J., & Stoddard, A. (1991)** . Job satisfaction and work values. *Psychological Reports*, 69, 1116-1118.
- Edwards, A. L.(1953)** . The relationship between the judged desirability of a trait and the probability that the trait will be endorsed. *Journal of Applied Psychology*, 37, 90-93.
- Edwards, A. L. (1957)** . *The social desirability variable in personality assessment and research*. New York : Dryden.
- Elizur, D.(1984)**. Facts of work value: A structural analysis of work outcomes. *Journal of Applied Psychology*, 69(3), 379-389.
- Emmons, R. A., Diener, E., & Larsen, R. J. (1985)** . Choice of situations and congruence models of interactionism. *Personality and Individual Differences*, 6, 693-702.
- Epstein, S. (1983)** .Aggregation and beyond : Some basic issues on the prediction of behavior. *Journal of Personality*, 51, 360-392.
- Eysenck, H. J. (1947)** . **Dimensions of personality**. New York : Routledge & Kegan Paul.
- Eysenck, H. J., & Rachman, S. (1965)** . *The causes and cures of neurosis: An introduction to modern behaviour therapy based on learning theory and*

- the principles of conditioning 1st edition*. San Diego, Calif: R. R. Knapp.
- Eysenck, H. J. ( 1975 ) . *The inequality of man San Diego*, Calif. : Edits Publishers.
- Feist, G. J.( 1998 ) . A meta-analysis of personality in scientific and artistic creativity. *Personality and Social Psychology Bulletin*, 2, 290-309.
- Feigold, A.( 1994 ) . Gender differences in personality : A meta-analysis. *Psychological Bulletin*, 116, 429-456.
- Fishbein, M. ( Ed. ) ( 1967 ) . *Readings in attitude theory and measurement*. New York : Wiley.
- Fiske, D. W.( 1949 ) .Consistency of the factorial structure of personality ratings from different sources. *Journal of Abnormal and Social Psychology*,44,329-344.
- Funder, D. C. ( 1991 ) .Global traits : A neo-Allportian approach to personality. *Psychological Science*, 2, 31-39.
- Furnham, A., & Gunter, B. ( 1993 ) . *Corporate assessment : Auditing a company's personality*. London : Routledge.
- Gatewood, R.D. & Field, H. S.( 2001 ) .Human Resource Selection( 5<sup>th</sup> ed. ).Orlando, FL : The Dryden Press.
- Ginzberg, E., Ginsburg, S.W., Axelrod, S. & Herma, J. L. ( 1951 ) .*Occupational choice*. New York : Columbia University press.
- Goldberg, L. R. ( 1981 ) . Language and individual differences : The search for universals in personality lexicons. In L. Wheeler(Ed.), *Review of personality and social psychology*(pp. 141-165). Beverly Hills, CA : Sage.
- Goldberg, L. R. ( 1990 ) . An alternative "Description of Personality" : The Big Five factor structure. *Journal of Personality and Social Psychology*, 59, 1216-1229.
- Goldberg, L. R. ( 1992 ) . The development of markers for the Big-Five factor structure. *Psychological Assessment*, 4, 26-42.
- Greenberg, J., & Baron, R. A.( 1993 ) . *Behavior in organization* (4<sup>th</sup> ed.). Needham Heights, MA : Ally and Bacon.
- Hackman, J. M., & Oldham, G. ( 1976 ) . Motivation through the design of work : Test of a theory. *Organization Behavior and Human Performance*, 16, . 250-279.
- Hall, C. S. ( 1954 ) . *A Primer of Freudian Psychology*. New York: The World Publishing Company.
- Hampson, S. H., John, O. P., & Goldberg, L. R. ( 1986 ) .Category breadth and hierarchical structure in personality : Studies of asymmetries in judgments of trait implications. *Journal of Personality and Social Psychology*, 51, 37-54.

- Hgen, D.R., Fisher, C. D., & Taylor, M. S. ( 1979 )** . Consequences of individual feedback on behavior in organization. *Journal of Applied Psychology*, **64**, 349-371.
- Hoekstra, H. ( 1993 )** .*Work and personality*. Paper presented at the 6<sup>th</sup> meeting of International Society for the Study of Individual Differences, Baltimore, Maryland.
- Hofheinz, R. Jr., & Calde, R.E.( 1982 )**.*The Eastasia edge*. New York : Basic Books.
- Hofstee, W. K. B., De Raad, B., & Goldberg, L. R. ( 1992 )** . Integration of the Big Five and circumplex approaches to trait structures, *Journal of Personality and Social Psychology*, **63**, 146-163.
- Holland, J. L. ( 1985 )** . *Making Vocational Choices : A Theory of Vocational Personalities and Work Environment (2nd )*. Englewood Cliffs, N. J. : Prentice-Hall.
- Hogan, R. T. ( n.d. )** . Personality and Personality Measurement, in *The Handbook of Industrial and Organizational Psychology*, ed. Marvin Dunnette and Leaetta Hough, 2d ed., Vol. 2 ( Palo Alto, CA : Consulting Psychologists Press, 19 ) , 873-919.
- Hough, L. M., Eaton, N. K., Dunnette, M. D., Kamp. J. D., & McCloy, R. A. ( 1990 )** Criterion-related validities of personality constructs and the effect of response distortion on those validities. *Journal of Applied Psychology*, **75**, 581-589.
- Hough, L. M. & Schneider, R. J. ( 1996 )** . Personality traits, taxonomies, and applications in organizations. In K. R. Murph(Ed.), *Individual differences and behavior in organizations*. San Francisco : Jossey-Bass. 31-88.
- House, Robert, J., Shane, Scott, A., Herold, & David, M. ( 1996 )** . Rumors of the death of dispositional research are vastly exaggerated. *The Academy of Management Review*.
- House, R. J., Shane, S. A. & Herold, D. M. ( 1996 )** .Rumors of the death of dispositional research are vastly exaggerated. *Academy of Management Review*, **21**, 203-224.◦
- Jacobs, R., & Solomon, T. ( 1977 )** . Strategies for enhancing the prediction of job performance from job satisfaction. *Journal of Applied Psychology*, **62**, 417-421.
- Judge, T.A., Bono, J.E., & Locke, E.A. (2000)** .Personality and job satisfaction: The mediating role of job characteristics. *Journal of Applied Psychology*, **85**, 237-249.
- Jerry M. Burger ( 1993 )** .*Personality (3th ed.)*. New York : Guilford Press.
- Judge, T. A. Heller, D. & Mount, M. K., ( 2002 )** .Five-Factor Model of Personality



- and job satisfaction : a meta-analysis. *Journal of Applied Psychology*, 87, 3, 530-541.
- Kahn, H. ( 1979 ) .** *World development : 1979and beyond*. London : Croom Helm.
- Kalleberg, A. L. ( 1977 ) .** Work values and job rewards : A theory of job satisfaction. *American Sociological Review*, 42, 124-143.
- Kallman, F. J. ( 1946 ) .**The genetic theory of schizophrenia: An analisis of 691 schizophrenic twin index families. *Am J Psychiatry*; 103:309-322.
- Katigbak, M. S., Church, T., & Akamine, T. O. ( 1996 ) .** Cross-cultural generalizability of personality dimensions : Relating indigenou and imported dimensions in two cultures. *Journal of Personality and Social Psychology*, 70, 99-114.
- Kenrick, D. T., & Funder, D. C. ( 1988 ) .** Profiting from controversy : Lessons from the person-situation debate. *American Psychologist*, 1988. 43, 23-34.
- Keller, L. M., Bouchard, T. J. Jr, Arvey, R. D., Segal, N. L. & Dawis, R. V. ( 1992 ) .**Work values : Genetic and environmental influence. *Journal of Applied Psychology*, 77, 79-88.
- Kinnane, J. F. & Gaubinger, J. R.( 1963 )** Life values and work values. *Journal of Counseling Psychology*, 10(4), 362-367.
- Kunin, T( 1955 )** The construction of a new type of attitude measurement. *Personnel Psychology*, 8, 65-77.
- Lewis, M. C., & Lambert, D. M.( 1991 ) .** A model of channel member performance, dependence and satisfaction, *Journal of Retailing*, 67, 2, 205-225.
- Locke, E. A. ( 1976 ) .** The nature and causes of job satisfaction. In M. D. Dunnette ( ed. ) , *Handbook of industrial and organizational psychology*. Skokie, IL : Rand McNally.
- MacFarquhar, R. ( 1980, Febrary ) .** The post Confucian challenge. *The Economist*, 67-72.
- Macnab, D., & Fitzsemmons, G. W. (1987).** A multitrait-multimethod study of work-related needs, values, and preference. *Journal of Vocational Behavior*, 30, 1-15.
- Magnus, K., Diener, E., Fujita, F., & Pavot, W. ( 1993 ) .** Extraversion and neuroticism as predictors of objective life events : A longitudinal analysis. *Journal of Personality and Social Psychology*, 65, 1046-1053.
- McCrae, R. R., & Cosata, P. T., Jr. ( 1991 ) .** Adding liebe und arbeit : The full five-factor model and well-being. *Personality and Social Psychology Bulletin*, 17, 227-232.
- McCrae, R. R., & John, O. P.( 1992 ) .** An introduction to the five-factor model and its applications. *Journal of Personality*, 60,175-215.

- McCrae, R. R. (1996).** Social consequences of experiential openness. *Psychological Bulletin*, *120*, 323-337.
- Meir, E. I. (1995).** Elaboration of the relation between interest congruence and satisfaction. *Journal of Career Assessment*, *3*, 341-346.
- Miller, C. H. (1974).** *Career development theory in perspective*. Boston Honglton: ifflin Co. Nevil.
- Mirvis, R. H., & Lawler, E. E. (1977).** Measuring the financial impact of employee attitudes. *Journal of Applied Psychology*, *62*, 1-8.
- Mount, M. K., & Barrick, M. R. (1995).** The Big Five personality dimensions : Implications for research and practice in human resources management. In G. Ferris( Ed. ),*Research in personnel and human resources management* ( Vol.13,pp.153-200 ) .Greenwich,CT : JAI Press.
- Morrow, P. C., & McElroy, J. C. (1987).** Work commitment and job satisfaction over three career stages. *Journal of Vocational Behavior*, *30*, 330-346.
- Muchinsky, P. M. (1983).** *Psychology Applied to Work : An introduction to industrial and organizational psychology*. Homewood, IL : Dorsey Press.
- Muchinsky, P. M. (1993).** *Psychology Applied to Work*. 4<sup>th</sup> ed. Pacific Grove, CA: Brooks/Cole.
- Neil, C. C., & Snizek, W. E. (1987).** Work values, job characteristics, and gender. *Sociological Perspectives*, *30(3)*,245-265.
- Norman, W. T. (1963).** Toward an adequate taxonomy of personality attributes : Replicated factor structure in peer nomination personality ratings. *Journal of Abnormal and Social Psychology*, *66*, 574-583.
- Ones, D. Z., & Viswesvaram, C.(1996).** Bandwidth-fidelity dilemma in personality measurement for personnel selection. *Journal of Organizational Behavior*, *17*, 609-626.
- Ones, D. D., Viswesvaran, C., & Reiss, A.D. (1996).** Role of social desirability in personality testing for personnel selection : The red herring. *Journal of Applied Psychology*, *81*, 660-679.
- Ones, D. S., Viswesvaran, C., & Schmidt, F. L. (1993).** Comprehensive meta-analysis of integrity test validities : Findings and implications for personnel selection and theories of job performance [Monograph]. *Journal of Applied Psychology*, *78*, 679-703.
- O'Reilly, C. A., Parlette, N., & Bloom, J. R. (1980).** Perceptual Measures of task characteristic : The biasing effects of differing frames of reference and job attitudes. *Academy of Management Journal*, *23*, 118-131.
- Organ, D. W., & Lingl, A. (1995).** Personality, satisfaction, and organizational citizenship behavior. *Journal of Social Psychology*, *135*, 339-350.

- Ostendorf, F. (1990) . *Language and personality : Toward a validation of the Five-Factor model of personality*, Regensburg, Germany : Verlag.
- Paunonen, S. V. (1998) . Hierarchical organization of personality and prediction of behavior. *Journal of Personality and Social Psychology*, *74*, 538-556.
- Pervin, L. A. (1993) . *Personality: Theory and research*. NY: John Wiley and Sons.
- Pervin, L. A. & John, O. P.(1997) . *Personality : Theory and research(7<sup>th</sup> ed.)*.New York : John Wiley.
- Phares, E. J., & Chaplin, W. F. (1997) . *Introduction to personality(4<sup>th</sup> ed.)*.New York : Longman.
- Pine, G. J., & Innis, G. (1987) . Cultural and individual work values. *The Career Development Quarterly*. *35*, 4, 279-287.
- Pryor, R. (1979) . In search of a concept : Work values . *The Vocational Guidance Quarterly*, *27*.
- Pugliesi, K. (1995. ) .Work and well-being, gender differences in the psychological consequences of employment. *Journal of Health and Social Behavior*, *36*, 57-71.
- Robbins, S. P. (1992) . *Organization Behavior*. NJ : Prentice Hill.
- Robert T. Hogan, ( n.d. ) . "Personality and Personality Measurement," in The Handbook of Industrial and Organizational Psychology,ed. Marvin Dunnette and Leaetta Hough,2d ed.,Vol.2 ( Palo Alto, CA: *Consulting Psychologists Press,19* ) ,873-919
- Rokeach, M. (1973) . *The Nature of Human Value*. New York : Free Press.
- Rosenthal, R. (1984) .*Meta-analytic procedures for social research*. Sage : Beverly Hills, London.
- Sackett, P.R., Burris, L.R., & Callahan, C. (1989) . Integrity testing for personnel selection : An update. *Personnel psychology*, *42*, 491-529.
- Schmit, M. J., Guion, R. M., & Raymark, P. H. (1994) . *Development of an instrument to identify personality-related position requirements*. Unpublished manuscript, University of Florida.
- Schmit, M. J., & Ryan, A. M. (1993) . The Big Five in personnel selection : Factor structure in applicant and nonapplicant populations. *Journal of Applied Psychology*, *78*, 966-974.
- Shuka, A., Sarna, T., & Nigam, R. (1989) .Work attitudes of employed men and women who are married. *Psychological Reports*, *64*, 711-714.
- Smith, P. C. (1985) . *The Job Descriptive Index(Revised)*. Bowling Green, OH : Bowling Green State University.
- Smith,D.B., Hanges, P. J., & Dickson,M.W (2001) . Personnel selection and the five-factor model : Reexamining the effects of applicant's frame of

- reference. *Journal of Applied Psychology*, 86(2), 304-314.
- Smith, P. C., Kendall, L. M., & Hulin, C. L. (1969)** . *The measurement of satisfaction in work and retirement*. Skokie, IL : Rand McNally.
- Somer, O., & Goldberg, L. R. (1999)** . The structure of Turkish trait-descriptive adjectives. *Journal of Personality and Social Psychology*, 76, 431-450.
- Spector, P. E. (1997)** . *Job satisfaction*. Thousand Oaks, CA : Sage.
- Staw, B. M., Bell, N. E., & Clausen, J. A. (1986)** . The dispositional approach to job attitude : A lifetime longitudinal test. *Administrative Science Quarterly*, 31, 56-77.
- Staw, B. M., & Ross, J. (1985)** . Stability in the midst of change : A dispositional approach to job attitudes. *Journal of Applied Psychology*, 70, 469-480.
- Steers, R. M., & Rhodes, S. R. (1978)** . Major influence on employee attendance : A process model. *Journal of Applied Psychology*, 63, 391-407.
- Steers, R. M., & Porter, L. W. (1991)** . *Motivation and work behavior*(5<sup>th</sup> Ed.). Singapore : McGraw-Hill.
- Steffy, B. D., & Jones, J. W. (1990)** . Differences between full-time and part-time employees in perceived role strain and work satisfaction. *Journal of Organizational Behavior*, 11, 321-329.
- Super, D. E. (1970)** . *Manual for the work values inventory*. Boston : Houghton Mifflin.
- Tait, M., Padgett, M. Y., & Baldwin, T. T. (1989)**. Job and life satisfaction: A reevaluation of the strength of the relationship and gender effects as a function of the date of the study. *Journal of Applied Psychology*, 74, 502-507.
- Tenopyr, M (1993)** . Construct validation needs in vocational behavior theories. Special Issue : The theory of work adjustment. *Journal of Vocational Behavior*, 43, 84-89.
- Terborg, JR., Lee, T. W., Smith, F. J., Davis, G. A., & Turbin, M. S. (1982)** . Extension of the Schmidt and Hunter validity generalization procedure to the prediction of absenteeism behavior from knowledge of job satisfaction and organizational commitment. *Journal of Applied Psychology*, 67, 440-449.
- Tokar, D. M., & Subich, L. M. (1997)** . Relative contributions of congruence and personality dimensions to job satisfaction. *Journal of Vocational Behavior*. 50, 482-491.
- Tokar, D. M., & Swanson, J. L. (1995)** . Evaluation of the correspondence between Holland's vocational personality typology and the five-factor model of personality. *Journal of Vocational Behavior*, 46, 89-108.

- Tranberg, M., Slane. S., & Ekeberg, S. E. ( 1993 ) .** The relation between interest congruence and satisfaction : A meta-analysis. *Journal of Vocational Behavior*, *42*, 253-264.
- Tuch, S. A., & Martin, J. K.( 1991 ) .** Race in the workplace : Black/White differences in the sources of job satisfaction. *Sociological Quarterly*, *32*, 103-116.
- Tupes, E. C., & Christal, R. E.( 1961 ) .** *Recurrent personality factors based on trait ratings(ASD-TR-61-97)*. Lackland Air Force Base.TX : Aeronautical Systems Division, Personnel Laboratory.
- Vaus, D. & McAllister, I.(1991) .** Gender and work orientation. *Work and Occupations*, *18(1)*, 72-93.
- Vikki Pamsey Conwell, ( 1999 ) .** Up to the Test, Future Managers Score on Personality, *Atlanta Journal Constitution*, May 16, 1999.
- Vroom, V. H. ( 1964 ) .** *Work and motivation*. New York : Wiley.
- Watson, D., & Clark, L. A. ( 1997 ) .** Extraversion and its positive emotional core. In R. Hogan, J. A. Johnson, & S. R. Briggs( Eds. ). *Handbook of Personality Psychology* ( pp. 767-793 ) . San Diego : Academic Press.
- Weiss, D. J., Dawis, R. V., England, G. W., & Lofquist, L. H. ( 1967 ) .** *Manual for the Minnesota Satisfaction Questionnaire ( Minnesota Studies on Vocational Rehabilitation, vol. 22 )* Minneapolis : University of Minnesota, Industrial Relations Center, Work Adjustment Project.
- Wernimont, P. F( 1966 )** Intrinsic and extrinsic factors in job satisfaction. *Journal of Applied Psychology*, *50*, 41-50.
- Wexley, K. N., & Yukl, G. A. ( 1977 ) .** *Organizational behavior and personnel psychology*. Homewood, IL : Richard D. Irwin.
- Wiggin, J. S. ( 1973 ) .** *Personality and prediction : Principles of personality assessment*. Reading, MA : Addison-Wesley.
- Yeager, S. J. ( 1981 ) .** Dimensionality of the Job Descriptive Index, *Academy of Management Journal*, *24*, 205-212.
- Zytowski, D. G. ( 1970 ) .** The concept of work values. *Vocatonal Guarterly*, *18*, 176-186.