

Abstract

Online survey was done on Hong Kong employees to investigate how the Big Five traits associating absenteeism and the mediating effect of job satisfaction on the relationship. Based on the previous study findings, the author hypothesized that conscientiousness negatively predicts absenteeism while neuroticism and extraversion positively predicts absenteeism. Job satisfaction mediating the relationship of neuroticism with absenteeism and conscientiousness with absenteeism was also hypothesized. Data were collected from 181 Hong Kong employees, with average age of respondents 33.4 years ($SD=10.7$), with comparable proportion of men and women. Results suggested that conscientiousness negatively predicts absenteeism and neuroticism and extraversion positively predict absenteeism. Job satisfaction does not mediate the relationship between personalities and absenteeism. The results imply that companies have to take the relationship between personality and absenteeism into account in hiring process and before carrying out measures aiming to improve absenteeism.