

Title: How the Openness to experience and Conscientiousness personality traits interact with the conflict management to predict the job performance in Chinese Society?

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## **Abstract**

Over the past few decades there has been a lot of research that examines the relationship between the big five personality trait, conflict management and job performance. In this paper, Openness to experience and Conscientiousness will be conducted to interact with the five conflict management to predict the job performance in Hong Kong and Guangdong, China. We believed Chinese is more Collaborating, Agreeable and Avoiding on the working place. However, according to this paper data, we find a relatively depth ideas of how people use the Avoiding Strategy to meet the conflict and see their job performance. We conclude this research may provide useful framework and ideas of how the avoiding strategy used by different types of traits Chinese people.