The Relationship between the Big Five Personality Traits and Employee Resilience

(Case Study of Focus Uganda)

Kampala District

By

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A Dissertation submitted to the College of Humanities and Social Science, Requirement for the award of the bachelor's degree in industrial and organizations psychology.
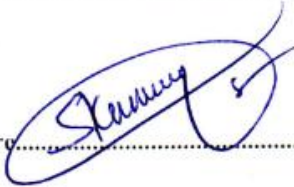
December, 2022.

Declaration

I, **Omwiine Gabriel**, hereby declare that the information contained in this Dissertation is my own original work, best of my knowledge and that's our original work hence no part of this Dissertation has ever been submitted to any academic institution for the award of a degree.

Signature..Date......12th /12/2022..............................

Approval

This is to certify that the dissertation of Omwiine Gabriel has been under my Supervision as a University Examination Supervisor and approved for Submission to the College of Humanities and Social Science, School of Psychology.

Signature...Date.........12/12/2022

Mr. Muwonge Vincent

(Supervisor)

Dedication

This dissertation is dedicated to my beloved mother and Father that is to say Komweru Night and Agaba Gad, not only that I go one to thank and dedicate it to my friends Tusingwire Damuru, Tuhaise Victor, my brothers Ariiho Abraham and Mwesiga Elia who have helped me through this dissertation.

Acknowledgement

First and fore most I would like to thank the almighty God for the strength and good health and wisdom, for without him all this world not have been sucess I do appreciate the tireless effort rendered by Mr Muwonge Vicent for his guidance throughout my research workplace all the lecturers especially Ms Gaava,Ms Joyce Nansamba, Mr. Baluku in the College of Humanities and Social Science, School of Psychology.

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Abstract

The study on the relationship between the big 5 personality traits and resilience at the workplace in has been carried out at FOCUS Uganda in Kalerwe, Kampala district. The purpose of the study was to investigate the different personalities at the workplace in relation to how they are resilient in the doing of their work . The research was being guided by the objective of the study that include, finding out the relationship between the big5 personality types and resilience, the different personalities at the workplace.

The research used the sample size of 50 employees in which they included the Extroverts, Agreeable individuals, Conscientious individuals, Neurotic individuals and those that are under openness to experience, these individuals will be got from the Staff and other employees like the children's welfare sector. This individuals will be attained through observation of their characters and how they act in both group and individual work, also I used the questionnaire mothed to know their personalities to be used as a sample group. the methodology for my research was less but not limited to interviewing the sample group, use of questionnaire and the observation method.

Chapter One

Introduction

Background of the Study.

The unique thought patterns behaviors and feelings that make can individual different from the other can be termed as personality, the individual's personality originates from genetic heritage as well as his immediate surroundings and remains constant all through their lives. This results in Individual differences due to complexity in human nature arising out of the wide variety of experiences in life.

The Individual's personality is due to the various styles of parenting and the amount of attention that one received in childhood grooming individual's success and failures in life under personality we talk about the big5 personality traits is a theory established by D.W Fiske and later expanded upon by other researchers including(Pishghadam et al.2019;Kotzé et al.(2018).

Lewis Goldberg is one of the researchers who advocated heavily for the 5 primary factors of personality (Ackermen in 2017) his work was expanded upon by Mc Crae and Costa who confirmed the models validity and provided the model used today conscientiousness, Agreeableness, neuroticism openness to experience and extraversion.

Much research has been carried out into the relationship between resilience and the big 5 personality traits. A recent meta- analysis of thirty studies with a total sample size of 15609 revealed a negative correlation between resilience and neuroticism, this is hardly surprising given that individuals with high Emotionality is more associated with a lot of stress, worry more and are more easily upset and anxious.

The research also indicated that those with high control(higher levels of self-control and motivation towards accomplishment , high energy (high levels of engagement with social activity and low Emotionality (greater emotional stability) also show greater resilience.The objective of the study was to elucidate the underlying mechanism through which basic personality dimensions predict indicators of psychological functioning during the COVID-19 pandemic, including subjective well-being and perceived stress(Balgiu 2017). As a personality characteristic highly contextualized in stressful circumstances, resilience was expected to have a mediating role in this relationship. Method: A sample of 2,722 Slovene adults, aged from 18 to 82 years filled in the Big Five Inventory, the Connor-Davidson Resilience Scale, the Perceived Stress Scale, and the Mental Health Continuum. A path analysis with the Bootstrap estimation procedure was performed to evaluate the mediating effect of resilience in the relationship between personality and psychological functioning. Results: Resilience fully or partially mediated the relationships between all the Big Five but extraversion with subjective well-being and stress experienced at the beginning of the COVID-19 outburst. Neuroticism was the strongest predictor of less adaptive psychological functioning both directly and through diminished resilience. Conclusions: Resilience may be a major protective factor required for an adaptive response of an individual in stressful situations such as pandemic and the associated lockdown.

Keywords: Resilience, Big five, Psychological functioning, COVID-19 pandemic, Ex post facto study

The COVID-19 pandemic found most world populations unprepared, not only in terms of the health threat and demands on the medical system, but also in terms of individuals coping with social distancing measures that disrupted daily routines, limited interpersonal communication, and restricted the availability of social support (Brailovskaia and Margraf, 2020, Brooks et al., 2020,

Li et al., 2020). Compared to highly structured situations eliciting similar responses in individuals with diverse personality characteristics, this unprecedented and exceptionally uncertain situation may bring about stronger spontaneous reactions of the individual reflecting their enduring dispositional characteristics (Judge & Zapata, 2015). Research investigating personal factors of stress process predominantly focused on coping styles and other characteristic adaptations, such as motivation, self-efficacy, and resilience, which are considered context-specific and thus directly related to stress (Waaktaar & Torgersen, 2010), while dispositional personality traits have been somewhat less extensively examined (but see for example, Carver and Connor-Smith, 2010, Leger et al., 2016, Penley and Tomaka, 2002). To supplement existing knowledge, the present study aimed to investigate the role of broad personality traits and the underlying mechanism through which these traits affect individual's psychological functioning during the COVID-19 pandemic. Resilience was expected to play a key role in this relationship.

The psychological consequences of an epidemic, related to health threat, quarantine, unemployment, and uncertainty about the future have been partially examined during previous virus outbreaks. For example, individuals who were in quarantine for more than 10 days during the SARS epidemic reported significantly higher post-traumatic stress symptoms compared to individuals who were in quarantine for fewer days (Hawryluck et al., 2004). In a recent rapid review of the psychological effects of quarantine, negative effects such as posttraumatic stress symptoms, confusion, fear, anger, and emotional exhaustion were reported (Brooks et al., 2020).

Problem Statement

A significant number of studies have been undertaken on the big five personality traits in the different parts of the globe (e.g.,Fredrickson 2016);Balgiu 2017);Fredrickson 2015).studies focusing on relationship between big five personalities and resilience at workplace are still scares(Balgiu 2017).the existing studies undertaken on the relationship between big five personalities and resilience at workplace mainly focused neuroticism and resilience on life satisfaction (Fredrickson.et al 2016) attempts by(Koen and Dries 2017) only focused on the big five personality dimensions and body mass index hence making the study applicable.(Kotzé and Lamb 2018) focused on the influence of personality traits and resilience on burnout among customer service representatives in a call centre.Article et al (2019) further assessed the Childhood personality as a harbinger of competence and resilience in adulthood.

Purpose of the Study

The purpose of the study was to investigate the level individual resilience in accordance to their personality at workplace around Focus Uganda in Kampala district, Kalerw.

Objectives of the Study

The objectives of the study are to;

1. To find out the relationship between personality and resilience.
2. To bring out the different personality traits at the workplace.
3. To find out how the individuals with low levels of resilience can be helped to adopt high levels of resilience.

Scope of the Study

Contextual scope

This study is limited to the relationship between levels of individual resilience and their personalities at the workplace based at Focus Uganda in Kampala district and I define Personality traits as the characteristics that help to define the individual's personality and how they are likely to behave in a given condition, where as Resilience as of McAllister and McKinnon in 2015 said that resilience is considered as a process of adaptation to adversity and stress. Resilient individuals tend to recover from setbacks or trauma and portray a common set of characteristics that help them cope with challenges in life.

Geographical scope

The study about the relationship between the employee resilience and the personality traits will be carried out at FOCUS Uganda in Kalerwe 500 Meters from Gayaza road in Kampala district due to the existence of the sample group that has different personalities and are working together in the same environment facing the same work place conditions.

Significance of the Study

The findings will be of great importance to;

To the Educational Administrators, Planners and Policy Makers to realize that resilience levels can as with be determined by the individual's personality at the workplace.

It will help to improve the employer- employee relationship and this will help to improve in the Organization output.

The study will be of significance in making the other researchers and organizations to understand the , different personalities and how to deal with these personality types in relation to resilience and help to improve the employee work.

Conceptual framework

To dress the complex interplay of relationship between resilience and individual personality at Focus Uganda the models at the immediate and underlying the 5 major personality traits using the working topic the following conceptual framework will be defined.

The illustration showing the conceptual framework

The Big five personality traits		
Agreeableness	Workplace conditions	Individual Resilience at workplace
Extroversion	Increased supervision	
Conscientiousness	Group working	
Nueroticists	Increased work	
Open to experience		
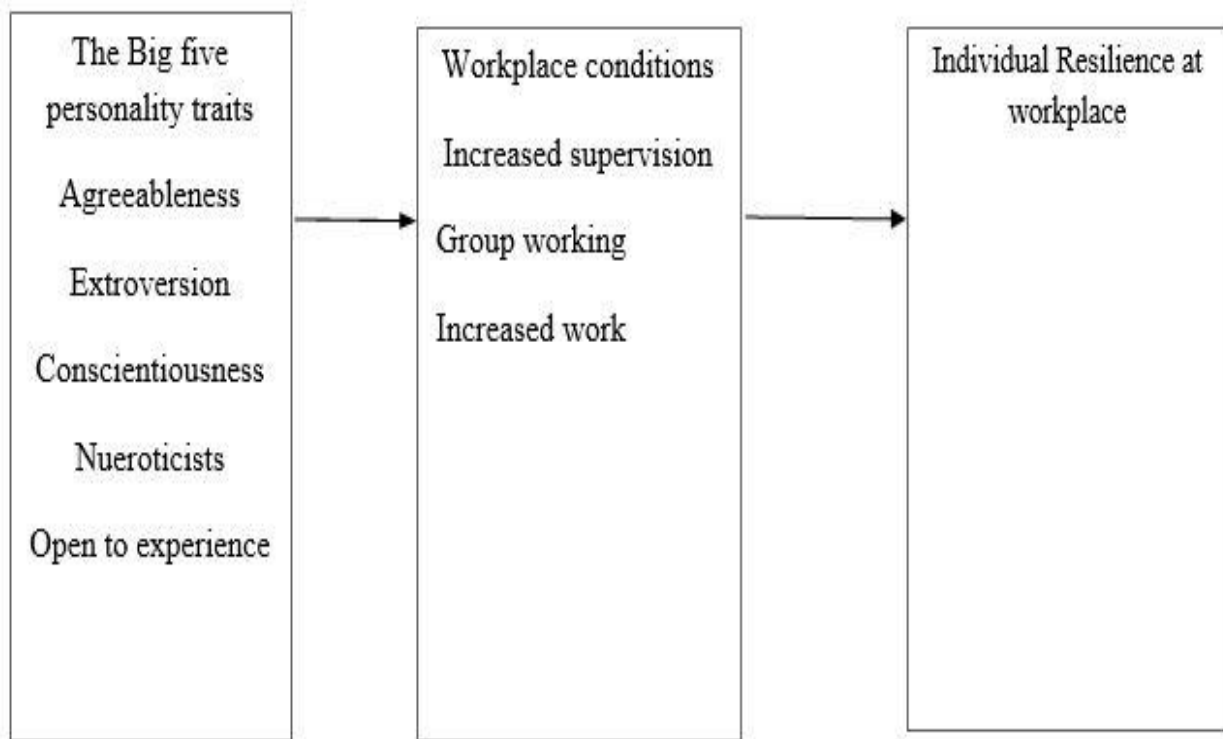
The relationship between the big 5 personality traits and resilience at the workplace will be looking for the number of conditions at the workplace in which an individual works in, conditions such as noisy environment, working under pressure, working on jobs that need limited interaction with others and wether these conditions someone working under them may or not become resilient in accordence to an individual's personality such as nueroticists, Agreeableness, Extroversion, Openness to experience and Conscientiousnes.

Policy implications and conclusions

The uncertain outbreak of Covid 19 and its growth into a global pandemic called for the need to swift action in Uganda. The direct effects of the outbreak itself plus the indirect effects of the response measures both had short term and long term consequences for the social-economic development. Before, coronavirus had effects on the public health however; it also had risks to the macro economy through the half in production activities, disruption of transport activities.

It also affected employment and the livelihood for most people especially those in urban areas since their employment platforms were shattered.

Households whose livelihoods depended on economic activities within the services sector were affected severely and were distorted plus the impacts of the economy wide were felt across the population. Inclusively, the short term affected the simple and rapid analysts in this policy breed illustrated that the Covid 19 outbreak also was expected to have medium and long term effects in the development objectives

Chapter Two Literature Review

Introduction

This chapter includes looking through the earlier research documents; literature with an aim of identifying a problem of concern eventual number of duplication of early research work is done. Apart from going through other related work. It also involves critically going through other services of materials that are related with the research topic. The world is now looking for suitable individuals with suitable personalities that are relevant for a given job . However, the most urgent matter at hand in   this study is to review previous studies in relation to the topic. The literature is drawn from a number of sources that are closely related to the subject under study.

The relationship between Personality and Resilience

Recent studies done on the relationship between the big 5 personality traits and resilience have majorly been focusing on one personality at a time forexample(Grover and Furnham 2020)

 The relationship between the big 5 personality traits and resilience at the workplace is determined buy the number of conditions at the workplace in which an individual works in, conditions such as noisy environment, working under pressure, working on jobs that need limited interaction with others may result into an individual being resilient or not, Individuals who are nueroticists are pron to being not resilient in many cases in areas that are noisyvan Vianen, A., Klehe, U., Koen, J., Dries, N. (2017). Career adapt-abilities scale – Netherlands form: Psychometric properties and relationships to ability, personality, and regulatory focus. Journal of Vocational Behavior, 80 (3), 716-724.

This research went on to explain that Agreeable individuals seem to be less resilient in workplaces that do not need alot of interactions and working in groups.

IJMR's International journal of management conducted research about the relationship between resilience about the relationship between resilience personality traits and burnout in police personnel, in the research that was conducted on 04 December 2017, has the relationship to the research am going to conduct about the big5 personality traits and resilience at the work place however for the case of their research focused on police personnels.

Another study that was made by the researchers that is abit related to my topic is the research is that of the Big5 personality dimensions and body mass index resulting from Resilience in veterans, Received: 16 December May 2017 Received in revised form: 30 June 2017 Accepted: 15 July,2017 DOI: http://dx.doi.org/10.14689/ejer.2017. (Block & Kremen, 2017) Bonannoed, this study majorly focused on the military veterans and how their personalities and body mass can be as a result of resilience however much they focus on that I decided make my research on the resilience of the employees on the working conditions in accordance to their personalities.

The relationship between big5 personalities and Resilience against COVID-19 is another research that is related to my topic of the study which was conducted during the COVID-19 periods which was declared as a global pandemic by the World Health Organization in 2020, however as am focusing about the behavior at the workplace, this research for it focused on COVID-19 and how different people with different personalities resist it and get to copy up with the working conditions under it this is where these topics difer from each other. Development and Psychopathology 24 (2020), 507–528 # Cambridge University Press 2020

The other recent research was about Resilience and personality as predictors of the biological stress load during the first wave of the COVID-19 pandemic, this research was carried out in Germany, due to the fact that am focusing on personality and Resilience this research has a relationship to

my topic of the study due to the literature that it has provided to me about the different behaves resilient people poses and the behaviors that that ain't resilient poses at the workplace more especially under abnormal working conditions like those of the COVID-19 through this literature I will use it to see if resilience and personality traits of employment have a relationship.

The topic of the study will focus on the research about how personality traits of Extroversion, Neuroticism, Open to Experience, Agreeableness and Conscientiousness relate with resilience on of employees under the same working conditions such us high levels of employee supervision, increased workload and working in groups or working alone this will help me to find out wether the relationship is of a null hypothesis or true.

Chapter Three

Methodology

Introduction

In this chapter, the researcher highlights on the research design, research area, population size, research instruments, data collection methods that are being and going to be used, data analysis and validity and reliability of data.

Research design

The researcher employed a descriptive survey design because it involved the use of figures which are got from the filled in questionnaires and both quantitative and qualitative methods are used to analyze data on the relationship between the big5 personality traits and resilience at Focus Uganda in Kyebando, Kampala district.

Area and population of the study

The study on the relationship between the big5 personality traits and resilience at workplace was carried out at Focus Uganda in Kampala, kyebando . The study population ranged from Organization workers from the selected administrators and casual workers using the sample population of 50 employees who are part of the organization

Sampling procedure

Non-probability sampling technique was applied in which samples were selected according to the personalities the researcher was interested in, therefore the researcher mainly used purposive sampling procedures. Purposive sampling was used to select different employees and their traits in the area of investigation in order to get the required data and information.

Sample size

The researcher used a sample size of 50 respondents. This represented the rest of the worker's population. The respondents were chosen according to their personalities which includes; Agreeableness, Openness to experience, Extroversion, Neuroticism and Conscientiousness . This sample size of 50 respondents was got from the population of approximately 500 workers . According to Sutton and David, (2017), state that a sample size should not be less than 30. Beyond basic description it would be difficult for the researcher to undertake more complex statistical analysis, as most of these analyses require a minimum sample of 30.

Instruments data collection

Data was collected from sources. Secondary data was got by extracting information regarding the relationship between the big5 personality traits and resilience at workplace at Focus in kyebando, Kampala district Uganda, by reading the organization records on how workers behave , text books plus the already existing work on internet and magazines. The researcher used three research instruments namely; Interview guide (FGD5), questionnaires and observation. Primary data is got from the field by use of the following methods;

Interviews

This involved face to face interaction between the researcher and the participant through discussion. Simplilearn on Sep 7, (2022) argues that interviews can be in two ways, namely: Structured interview in which the responses by the participants were briefed and specific.

Unstructured interviews, where the responses (are) long, elaborated and not specific, the interviews are being conducted in group, individual.

The researcher carried out structured interviews with district local councils, teachers and parents, using the interview guide because it is the most appropriate method which can be used to study the attitudes, values, beliefs and motives of people. It also has an element of flexibility. These persons are interviewed individually so as to get independent answers.

Questionnaires

According to Orodho, (2017) the questionnaire can also be in two forms, namely: Open-ended questionnaire in which the responses by the participants are free according to their understanding. The close-ended questionnaires in which responses are provided by the researcher to the participant one of them accordingly, for example yes or no are provided.

The researcher will leaves out questionnaires to mainly the literate group. These included; Administrators and causal workers . These had guiding questionnaires which the researcher will and has always given to individual respondents to fill. The researcher will give some two days to respondents to study and fill the questionnaires. He requests the respondents to ask for clarification where they did not understand.

Reliability and validity

In order to ensure and maintain a high level of reliability and validity in this study, the researcher did the following:

Questionnaires were pre-tested. Ambiguous questions are made clear and irrelevant questions deleted.

The researcher used accurate questions which are open ended in nature by use of questionnaires from the staff members, and head teachers. The questions set have enough space to give appropriate responses. Close ended questions are also being used.

Ethical Consideration

After the approval of the proposal by the responsible authority at Organization, the researcher got an introductory letter from the school of psychology to progress to the field for data collection. The researcher also presented the letter to the LCS and the organization the Human Resource at Focus Uganda made an approval for my research to be done in their organization and later introduced him to LC I officials at the village . The researcher also made appointments with respondents on when to meet them. The interviews were conducted at their workrooms and compounds at the workplace . The structured interviews are of about 30 minutes. The in-depth interviews are for about an hour.

The researcher took the questionnaires to respondents proceeded by a briefing about the purpose of the questionnaires and asks them to fill them on their convenience to allow them more time and flexibility. Later the researcher made a follow-up and collected the filled questionnaires. Careful observation of respondents from the area of study was also carried out by the researcher.

Data processing

Editing and spot checking

The researcher edited and spot checked during and after each interview with the respondents. This ensured that information given is logical, accurate and consistent. Obvious errors and

omissions were corrected to ensure accuracy, uniformity and completeness so as to facilitate coding.

Coding

This ensured that all answers obtained from various respondents was given codes and classified into meaningful forms for better analysis.

Data analysis

The data filled in the questionnaires was copied and analyzed by tallying it and tabling it in frequency tables identifying how often certain responses occurred and later evaluation will be done. The information will later be recorded in terms of percentages.

The recorded data was later edited and interpreted to ensure uniformity, legibility and consistence. Also, interview results were coded on frequency tables and calculated in terms of percentages and presented in this study.

Chapter Four

Presentation, Analysis and Discussion of Findings

Introduction

This chapter presents the results of the study in line with the study objectives and hypotheses. Results are presented in a flowing manner, first highlighting respondent's background information. Lastly Pearson Product Moment Correlation Coefficient (PPMCC) results are presented in accordance with stated hypotheses

Descriptive statistics

This section comprises of respondents' bio data which include gender, age group and the type of work they engage in. The results are therefore shown in Tables 1, 2 and 3 below.

Respondents' Bio Data

Table 1: Gender of the respondents

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male	24	48.0	48.0	48.0
Female	26	52.0	52.0	100.0
Total	50	100.0	100.0	

Results from the study indicate that 48% of respondents were males whereas 52% were females and therefore this implies that there were more females than males who participated in the study mainly because of the nature of activities carried out at Focus Uganda.

Table 2: Age of the respondents

Age group	Frequency	Percent	Valid percent	Cumulative Percent
20-30	43	86.0	86.0	86.0
31-40	6	12.0	12.0	98.0
41-50	1	2.0	2.0	100.0
Total	50	100.0	100	

Results also indicate that 86% of the respondents were between the age group of 20-30, 12 were between the age group of 31-40 and finally 2% were between 41-50 indicating that majority of the respondents who participated in the study were between 20-30 years. This implies that majority of respondents at Focus Uganda were youth signifying an improvement in the recruitment structure of Uganda.

Table 3: Type of work of the respondents

Type of work	Frequency	Percent	Valid Percent	Cumulative Percent
Student	18	36.0	36.0	36.0
Social workers	11	22.0	22.0	58.0
Business workers	21	42.0	42.0	100.0
Total	50	100.0	100.0	

Results also indicate that 36% of the respondents were students, 22% were social workers whereas 42 were business workers. This implies that majority of respondents were working class and therefore had businesses and jobs as well.

Hypothesis testing

The hypothesis of the study stated that, there is a significant relationship between the big 5 personality traits and resilience. Pearson's Product Moment Correlation Coefficient was used to test the hypothesis and the results are shown in Table 4 below.

Table 4: Pearson's Correlation between the Big 5 Personality traits and Resilience

		Big 5 Personality Traits	Resilience
Big 5 Personality Traits	Pearson Correlation	1	114
	Sig. (2-tailed)		0.56
	N	50	50
Resilience	Pearson Correlation	114	1
	Sig. (2-tailed)	0.56	
	N	50	50

Results in table 4 above show that there is a significant relationship between the big 5 personality traits and resilience among employees at Focus Uganda (r=114, p=0.56). Therefore the alternative hypothesis is accepted and it's concluded that there is a significant relationship between the big five personality traits and resilience

Chapter Five: Discussion, Conclusion and Recommendations

Introduction

This chapter is divided into five sections; discussion of findings, conclusions, recommendations, limitations to the study and areas for further study.

Discussion of Findings

The discussion of findings is in line with the objectives of the study as indicated below.

The Big Five Personality Traits and Resilience

The first hypothesis stated that there is a significant relationship between the Big Five Personality Traits and Resilience among the community at Focus Uganda and indeed the results proved that there is a significant relationship between the big five personality traits and resilience among employees. This implies that the big five personality traits influence resilience. These finding agreed with IJMR's International journal of management that conducted a research about the relationship between resilience about personality traits and burnout in police personnel on 04 December 2017.

The study findings also agree with a study that was made by researchers that is related to the topic of the Big5 personality dimensions and body mass index resulting from Resilience in veterans, Received: 16 December May 2017 Received in revised form: 30 June 2017 Accepted: 15 July,2017 DOI: http://dx.doi.org/10.14689/ejer.2017. (Block & Kremen, 2017) Bonannoed, this study majorly focused on the military veterans and how their personalities and body mass can be as a result of resilience however much they focus on that I decided make my research on the resilience of the employees on the working conditions in accordance to their personalities.

The findings also agreed with the study on the relationship between big5 personalities and Resilience against COVID-19 which was conducted during the COVID-19 periods and was declared as a global pandemic by the World Health Organization in 2020, however as am focusing about the behavior at the workplace, this research for it focused on COVID-19 and how different people with different personalities resisted it and got to copy up with the working conditions under it this is where these topics difer from each other. Development and Psychopathology 24 (2020), 507–528 # Cambridge University Press 2020

The study findings also agree with the study on the relationship between the big 5 personality traits and resilience at the workplace that was determined by a number of conditions at the workplace in which an individual works in, conditions such as noisy environment, working under pressure, working on jobs that need limited interaction with others resulted into an individual being resilient or not, Individuals who are nueroticists are pron to being not resilient in many cases in areas that are noisyvan Vianen, A., Klehe, U., Koen, J., Dries, N. (2017). Career adapt-abilities scale – Netherlands form: Psychometric properties and relationships to ability, personality, and regulatory focus. Journal of Vocational Behavior, 80 (3), 716-724.

The study findings also agreed with (Grover and Furnham 2020) in the recent studies done on the relationship between the big 5 personality traits and resilience and have majorly been focusing on one personality at a time.

Conclusion

The purpose of this study was to examine relationships between the big Five Personality traits and Resilience among employees at Focus Uganda. According to the research findings, there is indeed a significant relationship between the big five personality traits and resilience. Hence the present study provides a basis and implications for further investigation on the relationship between the big five personality traits and resilience among employees of various similar companies within the country. Both qualitative and quantitative (mixed methods) should also be applied to avoid any further weaknesses during the research process.

Recommendations

Basing on the findings of this study, it is therefore necessary for the various stakeholders like the Ministry of Labor, Gender and Works to further investigate the relationships between the big five personality traits and resilience. This will enable them to come up with meaningful policies and ways of making employees satisfied with the job since their personality greatly determines their performance on the job.

There is also need for more researchers to further investigate the relationship between the big five personality traits and resilience among employees in various companies using mixed research methods that is both quantitative and qualitative to prove the results of this study and as well discover various problems affecting employees while in their line of duty.

Limitations to the study

Time factor greatly affected the operations of the study because of the limited time and resource that limited the researcher from conducting a large scale study in various companies in other parts of the country.

The researcher also experienced challenges like trashing of research questionnaire by some respondents which forced the researcher to continuously replace the lost questionnaire in order to obtain the required results

Areas for further research

This study was to establish the relationship between the big five personality traits and resilience among employees of Focus Uganda. Based on the research to make recommendations for further research, there is need for more comparative studies in other related companies across the country in order to observe whether similar results or different results will be obtained. The study therefore should adopt both quantitative and qualitative approaches (mixed methods) in order to avoid weaknesses of one approach.

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Appendices

Appendix 1: Questionnaire to the workers

Dear respondent,

I am Omwiine Gabriel, student of Makerere University pursuing a Bachelor of industrial and organizational psychology. I am carrying out research on the relationship between the big5 personality traits and resilience in the workplace at Focus Uganda kyebando, Kampala district, . I request you to provide me with necessary information. The information you give me will be treated with a high level of confidentiality.

Please complete the following 33 questions about yourself. When completing the questionnaire, please think about your domestic and work experiences as they are today, and do not dwell too long on each question.Once you have completed the questionnaire, please add your scores to the score sheet onthe next page. Circle the number most closely reflecting your feelings today. The questions are ranging from the scale of 1 to 5 where by 1 you strongly disagree and 5 you strongly agree as follows.

Section A

Feel in the empty space below.

Male . ...

Female............................

Age ....

Type of work........................

Below is the questionnaire presented to you ranging from question 1 to 33 feel in your answer by ticking the box in which you fall.

Questions	Strongly disagree	Disagree	Notsure	Agree	Strongly agree
I know what I want to achieve during my lifetime	1	2	3	4	5
I have ambition to achieve certain things in my lifetime	1	2	3	4	5
I normally enjoy the company of others	1	2	3	4	5
I normally enjoy solving problems	1	2	3	4	5
I like to write down my list am to do each day	1	2	3	4	5
I know what to get from each day	1	2	3	4	5
I am determined to achieve some things in my life time	1	2	3	4	5
I often rely on others to help me achieve what I want	1	2	3	4	5
I have a personal brand that I think I regularly demonstrate to others	1	2	3	4	5
I have strong bond with others who help me achieve what I want	1	2	3	4	5
I love challenges	1	2	3	4	5

I plan my holidays at the last minute	1	2	3	4	5
I tackle most challeges I face	1	2	3	4	5
I can tell when I'm feeling good about the way my life is going	1	2	3	4	5
I know myself verywell	1	2	3	4	5
I have good friends who provide me with the emotional support when I need	1	2	3	4	5
I really enjoy unraveling causes of problems	1	2	3	4	5
I normally tackle big tasks in bite sizes	1	2	3	4	5
I like taking the lead	1	2	3	4	5
My current work is a step towards achieving things in my lifetime.	1	2	3	4	5
I know what to do in most situations I face	1	2	3	4	5
I always listen and understand what others are talking to me about the topic	1	2	3	4	5
I normally see myself as a self sufficient individual	1	2	3	4	5
I can solve most of my problems	1	2	3	4	5
I like making lists of the things to do	1	2	3	4	5
I normally feel comfortable in new situations.	1	2	3	4	5

I know what I have to do to achieve what I want in life	1	2	3	4	5
I have astrong motivation in achieving what I want	1	2	3	4	5
I am normally curious about people	1	2	3	4	5
I prefer traveling on my own	1	2	3	4	5
I help others solve their problems and challenges	1	2	3	4	5
I review my achievements regularly	1	2	3	4	5
I know I'm a great person	1	2	3	4	5

The overall table that will help to calculate resilience in accordance to the big5 personality traits indicating on how the overall total scores will be .

Scorings on different activities	Extroversion	Agreeableness	Neuroticism	Conscientiousness	Openness to experience
Vision					
Determination					
Interaction					
Relationships					
Problem solving					
Organisation					
Self confidence					
Overall scores					

Appendix 11: Budget

The following is the budget that will be used during my research and it includes the following and the amount of money that is going to be use;

The study is estimated to cost 395,000/= arrived at as follows:-

ITEM	Cost (Ugshs)
Stationary and other related	150,000
Transport	100,000
Communication	50,000
Photocopy	20,000
Typesetting and binding	50,000
Internet	15,000
subsistence	25,000
Miscellaneous	35,000
Total	395,000

Appendix 111 : Time Table

The following is the time table that will help me through out the research period.

Period	Activity
13th July to July 23	Submission of chapter 1 and 2 for collection and review.
July 30th	Submission of full research proposal proposal for review and collections
August 30th	Submission of my research proposal
September 5th to September 30	Condition of my research at Focus Uganda.
October 1st to October 10th	Review of my report about the research and submission to the University