

Brierley 1999¹

Studies = 26; sample size = 13,867

small to moderate effect

- Organization commitment

Bowling et al.²

Samples = 66; subjects not reported

large effect

- Organization-based self esteem

Bruk-Lee et al. 2009³

Studies = 187; subjects = 50,925

large effect

- Positive affect

moderate effect

- Negative affect/trait anxiety (negative)
- Work locus of control (negative)
- Chance locus of control (negative)
- Positive affect in longitudinal studies
- Work locus of control in longitudinal studies (negative)

small to moderate effect

- Neuroticism (negative)
- Internal locus of control
- Achievement striving
- Trait anger (negative)

Brush et al. 1987⁴

Studies = 21; subjects = over 10,000

small to moderate effect

- Age (manufacturing & service orgs.)

Connolly and Viswesvaran 2000⁵

Studies = 27; subjects = over 6,000

large effect

- Positive affectivity

small to moderate effect

- negative affectivity (negative)
- affective disposition

Moderators of Negative Affectivity

moderate effect

- Employees 39 years or less (negative)

Costanza et al. (2012)⁶

Studies = 20; subjects = 19,961

Small effect

- Traditionals—Generation X

Dole and Schroeder 2001⁷

Studies = 6 to 18; subjects = 1,424

- Only small correlations were found between personality and job satisfaction

Judge and Bono 2001⁸

Studies = 135

moderate effect

- Generalized self-efficacy

small to moderate effect

- internal locus of control

Judge et al. 2002⁹

Studies = 145 (samples = 163); subjects = 11,856 to 24, 527

small to moderate effect (estimated true score)

- Neuroticism (negative)
- Extraversion
- Conscientiousness

Kaplan et al. 2009¹⁰

Studies = 17 to 6; subjects not reported

large effect on affective job satisfaction^a

- Positive affect
- Trait positive affect
- State positive affect
- State negative affect (negative)

moderate effect on cognitive job satisfaction

- positive affect
- negative affect (negative)
- trait positive affect
- state positive affect
- trait negative affect (negative)
- state negative affect (negative)

moderate effect on affective job satisfaction

- negative affect (negative)
- trait negative affect (negative)

Lemelle and Scielzo 2012¹¹

Studies = 32; Subjects = 16,670

small to moderate effect

- Core self-evaluation moderated by:
 - male gender
 - Caucasian race

Strumpfer and Bruin 2009¹²

Data sets = 33; subjects = 3,643

large effect

- sense of coherence

Tait et al. 1989¹³

Studies = 34; Subjects = 19,811

large effect

- life satisfaction

Tait et al. cont.

Moderators of the relationship between life satisfaction and job satisfaction; moderate effect

- women post-1974

Thomas et al. 2010¹⁴

Samples = 103; subjects = 32,967

small to moderate effect

- proactive personality

Witt and Nye 1992¹⁵

Organization systems = 30; subjects = 12,979

- No gender differences in the relationship between pay or promotions fairness and global or facet job satisfaction

^aAffective job satisfaction reflects feelings such as liking or hating a job versus cognitions regarding “judgments, thoughts, and beliefs” about a job.

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