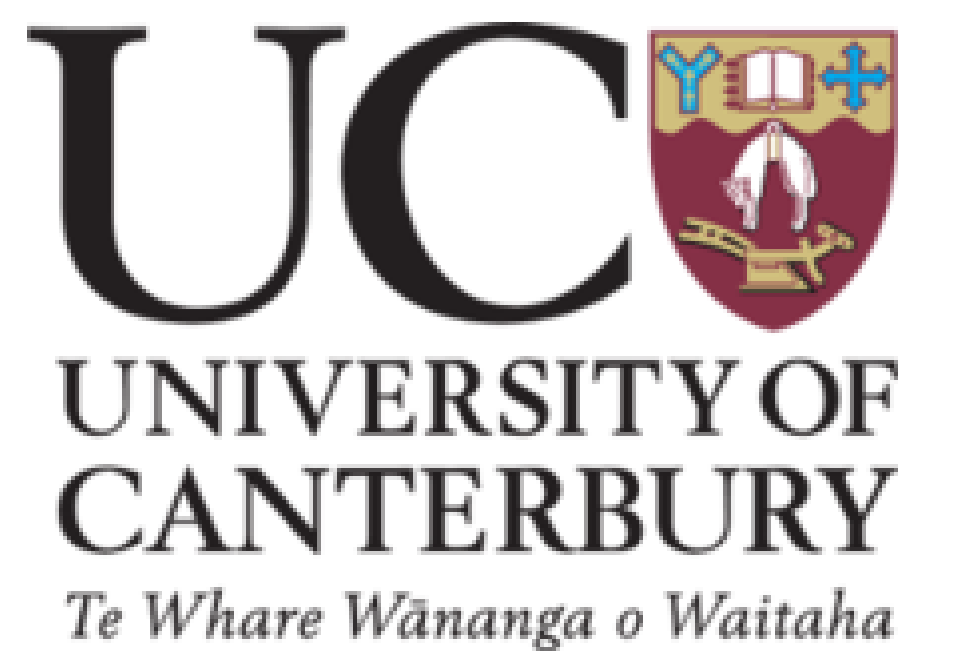


Abstract

Wright (2015) suggests that both personal and situational factors contribute to workplace loneliness. To test this, a sample of 441 employed adults participated in a correlational study designed to explore relationships between workplace loneliness, personality, and person-environment fit. Moderately strong and significant correlations were found between workplace loneliness and personality. In addition, moderately strong and negative correlations were found between workplace loneliness and indices of person-environment fit. Last, a multiple regression analysis indicated that extraversion, neuroticism, conscientiousness, person-group fit, and person-supervisor fit were the strongest predictors of workplace loneliness.

Predicting Workplace Loneliness from Personality and Person-Environment Fit



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Participant Demographics

Sample: 441 employed adults
Sex: 54.90% Female
Ethnicity: 72.10% White/Caucasian
Age: $M = 33.98$ years, $SD = 11.76$
Job tenure: $M = 5.44$ years, $SD = 5.46$
Workweek: $M = 38.90$ hours, $SD = 10.55$

Measures

Workplace Loneliness

- Wright, Burt, & Strongman (2006)
- Sixteen items, 7-point scale (1 = Strongly Disagree; 7 = Strongly Agree)

Personality

- Donnellan, Oswald, Baird, & Lucas (2006)
- Extraversion, Agreeableness, Neuroticism, and Conscientiousness were assessed
- Each trait was measured with 4 items on a 7-point scale (1 = Strongly Disagree; 7 = Strongly Agree)

Person-Environment Fit

- Chuang, Shen, & Judge (2016)
- Person-Job Fit (4 items), Person-Organization Fit (7 items), Person-Group Fit (10 items), and Person-Supervisor Fit (5 items) were assessed
- Each index was measured on a 7-point scale (1 = Strongly Disagree; 7 = Strongly Agree)

Hypotheses & Results

Hypothesis 1: Workplace loneliness will be negatively related to extraversion (**supported**)

Hypothesis 2: Workplace loneliness will be negatively related to agreeableness (**supported**)

Hypothesis 3: Workplace loneliness will be positively related to neuroticism (**supported**)

Hypothesis 4: Workplace loneliness will be negatively related to conscientiousness (**supported**)

Hypothesis 5: Workplace loneliness will be negatively related to person-job fit (**supported**)

Hypothesis 6: Workplace loneliness will be negatively related to person-organization fit (**supported**)

Hypothesis 7: Workplace loneliness will be negatively related to person-group fit (**supported**)

Hypothesis 8: Workplace loneliness will be negatively related to person-supervisor fit (**supported**)

Hypothesis 9: Both personality and indices of person-environment fit will contribute to workplace loneliness (**supported**)

Tables

Table 1

Descriptive Statistics and Intercorrelations (Hypotheses 1 – 8)

Variable	<i>M</i>	<i>SD</i>	<i>Alpha</i>	1	2	3	4	5	6	7	8
1. Workplace Loneliness	46.88	18.64	0.93	-							
2. Extraversion	15.57	6.28	0.87	-.33**	-						
3. Agreeableness	22.31	4.39	0.79	-.34**	.26**	-					
4. Neuroticism	12.35	5.07	0.76	.40**	-.20**	-.16**	-				
5. Conscientiousness	20.64	5.11	0.81	-.29**	.10*	.18**	-.40**	-			
6. Person-Job Fit	20.78	4.39	0.79	-.48**	.28**	.33**	-.29**	.24**	-		
7. Person-Organization Fit	36.80	8.55	0.91	-.54**	.32**	.39**	-.29**	.20**	.58**	-	
8. Person-Group Fit	52.06	11.57	0.93	-.63**	.30**	.40**	-.34**	.24**	.60**	.86**	-
9. Person-Supervisor Fit	23.32	6.71	0.91	-.51**	.30**	.25**	-.30**	.20**	.54**	.66**	.68**

Note. *N*s = 407 – 441. ** $p < .01$. * $p < .05$.

Table 2

Regression Predicting Workplace Loneliness from Personality and Person-Environment Fit (Hypothesis 9)

Model	<i>b</i>	<i>SE</i>	β	<i>t</i>	<i>p</i>
(Constant)	104.51	6.02		17.37	.000
Extraversion	-.35	.12	-.12	-2.94	.003
Agreeableness	-.21	.17	-.05	-1.20	.230
Neuroticism	.52	.16	.14	3.34	.001
Conscientiousness	-.36	.15	-.10	-2.41	.016
Person-Job Fit	-.37	.20	-.09	-1.84	.067
Person-Organization Fit	.18	.16	.08	1.10	.274
Person-Group Fit	-.73	.13	-.45	-5.77	.000
Person-Supervisor Fit	-.32	.14	-.12	-2.23	.026

Note. *b*, unstandardized regression coefficient; *SE*, standard error; β , standardized regression coefficient; *t*, obtained *t*-value; *p*, probability. Overall model was significant, $F(8, 398) = 46.64$, $p < .001$, $R^2 = .48$