

VU Research Portal

Proactive Personality

Wawoe, K.W.

2010

document version

Publisher's PDF, also known as Version of record

[Link to publication in VU Research Portal](#)

citation for published version (APA)

Wawoe, K. W. (2010). *Proactive Personality: The Advantages and Disadvantages of an Entrepreneurial Disposition in the Financial Industry*. [PhD-Thesis – Research external, graduation internal, Vrije Universiteit Amsterdam].

General rights

Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

- Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
- You may not further distribute the material or use it for any profit-making activity or commercial gain
- You may freely distribute the URL identifying the publication in the public portal

Take down policy

If you believe that this document breaches copyright please contact us providing details, and we will remove access to the work immediately and investigate your claim.

E-mail address:

vuresearchportal.ub@vu.nl

Table of content

Acknowledgment.....	i
Preface.....	12
Chapter 1.....	15
Exploring the Proactive Personality Concept	15
1.1 The Proactive Personality Construct	15
1.1.1 The Origin of the Proactive Behavior Construct.....	16
1.1.2 Dispositional Construct.....	16
1.2 The Criterion Validity of Proactive Personality	17
1.2.1 Relation with the intention to be 'Entrepreneurial'	17
1.3 Proactiveness in Different Cultural Contexts	17
1.4 Proactive Personality and the Big Five	18
1.5 Summary of Past Studies.....	19
1.6 The Present Study	19
1.7 Method.....	20
1.7.1 Samples.....	20
1.7.2 Measures.....	22
1.7.3 Intercultural Comparison.....	23
1.8 Results Study 1	25
1.8.1 The Netherlands Sample.....	25
1.8.2 India Sample.....	28
1.8.3 Summary and Conclusion Study 1	30
1.9 Results Study 2	31
1.10 Discussion	33
Chapter 2.....	35
Proactive Personality and Different Measures of Performance	35
2.1 Proactive Personality and Performance	36
2.2 The Big Five in Relation to Job Performance and Proactive Personality.....	36
2.3 The Present Study	37
2.4 Method.....	37
2.4.1 Samples.....	37
2.4.2 Measures.....	38
2.5 Results.....	39
2.5.1 Independent Variables	39
2.5.2 Dependent Variables	40
2.5.3 Hypothesis Testing.....	41
2.6 Discussion	43

Chapter 3	45
Proactive Personality in Relation to Exhaustion and Positive Mood	45
3.1 Proactive Personality, Exhaustion and Positive Mood	46
3.2 Exhaustion and Positive Mood	46
3.2.1 Exhaustion	46
3.2.2 Positive Mood	47
3.3 The Big Five, Exhaustion and Positive Mood	47
3.3.1 Conscientiousness	47
3.3.2 Extraversion	48
3.3.3 Agreeableness	48
3.3.4 Neuroticism.....	49
3.3.5 Openness	49
3.3.6 Conclusion and Hypotheses	49
3.4 Autonomy	50
3.4.1 Proactive Personality X Autonomy.....	50
3.5 Quantitative Work Pressure	51
3.6 Proactive Personality X Work Pressure X Autonomy	51
3.6.1 Conclusion and Hypothesis	52
3.7 Proactive Coping	53
3.8 Method	53
3.8.1 Samples.....	53
3.8.2 Measures.....	54
3.8.3 Intercultural Comparison.....	55
3.9 Results the Netherlands	55
3.9.1 Independent Variables	55
3.9.2 Dependent Variables	56
3.9.3 Independent Variables versus Dependent Variables.....	56
3.9.4 Mediation.....	59
3.10 Results India	61
3.10.1 Independent Variables.....	61
3.10.2 Dependent Variables.....	62
3.10.3 Independent Variables versus Dependent Variables	62
3.10.4 Mediation.....	66
3.11 Discussion	68
 Chapter 4	 71
Proactive Personality and Organizational Citizenship Behavior, Work Satisfaction and Turnover Intention	71
4.1 Proactive Personality	71
4.2 Organizational Citizenship Behavior (OCB)	72
4.3 Work Satisfaction	73
4.4 Autonomy as a Moderator	73
4.4.1 Hypotheses	74
4.5 Turnover Intention	74
4.6 Work Satisfaction as a Mediator	75
4.6.1 Research questions	75
4.7 Method	75
4.7.1 Samples.....	75

4.7.2	Measures.....	75
4.7.3	Intercultural Comparison.....	76
4.8	Results the Netherlands.....	76
4.8.1	Mediation.....	79
4.9	Results India.....	80
4.9.1	Mediation.....	82
4.10	Discussion.....	83
Chapter 5.....		87
The Direct and Indirect Effect of Proactive Personality on Performance: the moderating role of OCB, Positive Mood, Exhaustion, and Work Satisfaction....		87
5.1	The Effect of Proactive Personality on Performance.....	87
5.2	The Indirect Effect of Proactive Personality on Performance.....	88
5.3	The Present Study.....	89
5.4	Method.....	91
5.4.1	Samples.....	91
5.4.2	Measures.....	92
5.5	Results.....	93
5.5.1	Netherlands 2.....	94
5.5.2	India 1.....	96
5.5.3	India 3.....	98
5.5.4	Brazil.....	100
5.5.5	Model 3.....	102
5.6	Discussion.....	103
Chapter 6.....		107
Major Conclusions and Implications for Theory and Practice.....		107
6.1	Implications for Theory.....	109
6.2	The Advantages and Disadvantages of an Entrepreneurial Disposition in the Financial Industry.....	110
6.3	Putting the Possible Disadvantages into Context.....	112
Samenvatting.....		115
References.....		121
Curriculum Vitae.....		131