

The Moderating Role of Personality on Workplace Conflict and Outcomes

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Keywords: Workplace aggression, Individual differences, health outcomes

Objective: This paper seeks to demonstrate the conceptual support for how individual difference such as extraversion, neuroticism, agreeableness, conscientiousness, trait anger, and locus of control moderate the established stressor-strain model as demonstrated through the job stress model. Specifically, the aim of this paper is to establish the conceptual links of that individual personality differences can have on health related strains through the job stress model.

Methods: The emotion-centered model of job stress proposes that an individual's personal characteristics will moderate their responses to their perceived stressors and shape how those responses are evaluated and experienced.

Results: Although the role of personality as a moderator of individual behavior has been a topic of interest for years only a handful of studies have examined their effects in the context of the social stressor-strain relationship or through the job stress model. Data to test these results is currently being collected

Conclusion: Research has focused on conflict as either a broad non-domain specific construct, as a non-work interpersonal form of conflict, or used stand in constructs representing personality variables. Future research should highlight the potential moderating factors of personality in the stressor-strain relationship and assist in addressing current research gaps. Furthermore, this study also begins to conceptually bridge the gap between interpersonal conflict and incivility, answering the 2011 call by Hershcovis, which challenged occupational health researchers to gain a better understanding of how the various forms of workplace aggression interact and influence one another.

Research supported by: Sunshine ERC Pilot Research Project Grant

Title: Prevention of Respiratory Diseases among Autobody Shops Workers

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Keywords: Autobody Shops, Respiratory Diseases

Abstract: Autobody shops represent a problem for the public health since these shops emits several pollutants to the environment. It has been demonstrated that people that are continuously exposed to volatile toxics coming from autobody shops have increased risk of respiratory diseases (Environmental Protection Agency, 2005). Autobody shop workers have direct exposition to these toxics and therefore they can accumulate highest toxic in their bodies. This exploratory study aims to search technologies that had been created for the protection of respiratory diseases and the analysis of respiratory utilization among autobody shops workers. The method consists of review using the EBSCO database and an analysis of violations to autobody shops documented for the Occupational Safety and Health Administration.

Research supported by: UPR Industrial Hygiene Program and USF Sunshine ERC



Sunshine ERC Research Poster Session 2013

and Interdisciplinary Research Training

in Collaboration with

USF Health Research Day

February 21st – 23rd, 2013