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RESEARCH ARTICLE

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AN ANALYSIS OF PERSONALITY TRAITS AND ORGANIZATIONAL CONSENT WITHIN PHARMACEUTICAL RETAIL IN MG

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ABSTRACT

A huge diversity of the factors and characteristics shape different bonds of consent at work. The most studied bases are the affective, continuation, and normative. Other bases had less attention from the researchers, such as the one that alludes to the concept of *compliance*, which refers to a type of a closer commitment to the notion of submission or consent. The article aims to identify if there is some relation between personality traits based on the Meta-theoretical of motivation and personality and the organizational consent in the prism of blind obedience, intimate acceptance, and critical obedience regarding tasks in a retail pharmacist company of the Minas Gerais state. For this purpose, a questionnaire with 43 assertions was applied. Among the results found, the personality elementary traits are more related to organizational consent than Composite traits. Furthermore, the results brought evidence of convergence of the literature related to personality traits in the Meta-theoretical of motivation and personality, and organizational consent.

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INTRODUCTION

Despite the importance of positive aspects of organizational behavior for the organizations, little research, and attempts being theoretical or experimental, have been carried out to explore the effect of organizational commitment on other dimensions, for example, organizational consent (Pereira and Lopes, 2019). This gap was explored by O'reilly and Chatman (1986), who observed the little-explored *compliance* dimension within studies related to organizational commitment. According to the authors, this dimension refers to a type of perceived commitment related to the notion of conformism, which resembles the consent related to the demands of the organization. Organizational commitment is related to a proactive posture and engagement beside the organization (Pereira & Lopes, 2019), which is considered clearly distinguished of an obedient posture from the worker side related to his organization (Silva & Bastos, 2010). However, the term organizational commitment involves other characteristics that do not relate to its initial proposals, such as consent, conformity, and obedience (Tomazzoni et al., 2020). In other words, these characteristics, according to Silva and Bastos (2010), should be analyzed distinctly from the concept of organizational commitment. In this sense, according to the authors, the scientific research finds support in a set of empirical findings that suggest the need to expand the conceptual accuracy of the organizational commitment construct, since the existing measures, and currently used, do not distinguish possible ties of a distinct nature. Thus, the authors also consider that it is possible to question whether such a bond can be characterized as commitment or consent (acquiescence) of the worker in the face of the demanded needs by

organizations, and observing the small bargaining power of this worker, either in the market or in organizations (Cruz, Silva, and Werneck, 2019; Silva and Bastos, 2010). These considerations justify the efforts of Silva and Bastos (2010) to construct and validate an instrument to measure organizational consent, as a worker's bond to the organization distinct from organizational commitment since there is no valid measurement instrument for this dimension, which hinders progress to understand the conceptual limits between commitment and other forms of worker's ties with the organization. Thus, one of the bonds involved in this process is personality traits. These traits are related to a large number of behaviors and attitudes, including work performance, job satisfaction, career choice, among others. An already well-defined structure on personality traits are the personality dimensions, of the five-factor model, being recognized as basic and underlying, therefore being the most abstract traits of individuals (Korac, Lindenmeier, & Saliterer, 2019). Based on these five factors, Mowen (2000) proposed a new model in which he defined a hierarchy for these personality traits. This model was called the Meta-theoretical model of motivation and personality-3M. For Mowen (2000) the dispositions in which personality traits are found influence the actions of individuals, through the knowledge of abstract characteristics associated with personality traits. Thus, consenting as a predisposition of the individual may give rise to a relationship between this predisposition and personality traits and their hierarchical position. Thus, through the application of the Meta-theoretical model instrument of motivation and personality-3M, and the instrument developed by Silva and Bastos (2010), this study aims to verify whether there is a

relationship between personality traits based on the Meta-Theoretical of motivation and personality and organizational consent from the perspective of blind obedience, intimate acceptance, and critical obedience, regarding tasks in a company.

2. Personality traits and the Meta-theorist of motivation and personality: In the last century, different measures have been developed to define the structures of personality traits, including gender, age, and culture. Over the past 70 years, models such as Eysenck and Himmelweit (1947), Guilford & Zimmerman's 14 personality dimensions (1956), and Cattell and Krug's 16 factors (1986) have been used to define personality structure. Nevertheless, all these models have suffered severe criticism for unsuccessful replication and the impossibility of reliable reproduction (Kumar & Darolia, 2018). In response to these problems emerged a more stable model named the Five-factors Model (FFM), which is considered with greater stability and susceptible to reproduction (McCrae, 2002; McCrae & Costa, 2006; McCrae, Costa, & Jr, 2003).

This psychometric tool, the new revised Personality Inventory (NEO-PI-R), has aroused interest in the world, which has resulted in translation in more than 36 countries with satisfactory results confirming its reliability and replicability, being used to explore comparisons between cultures concerning the five factors of personality (McCrae, 2002; McCrae & Costa, 1987). Personality traits relate to a wide number of behaviors and attitudes, among them are performance at work, job satisfaction, career choice, among others, in which the theory of the five great traits, has a unifying structure of Five personality dimensions and are recognized as basic and underlying, therefore being the most abstract traits of individuals (Korac, Lindenmeier, & Saliterer, 2019). Thus, individual characteristics that differ from one individual to another, which arise partly from biological formation and partly from interaction with the environment, are referred to as personality traits. The Big Five theory, which presented five dimensions of personality-openness to new experiences, conscientiousness, kindness, stability/neuroticism, and extroversion (Gomes, 2012) – was one of the models taken as a reference by Mowen (2000) for his study on how the personality is organized hierarchically, which generated the 3M model.

Thus, the 3m model of Mowen (2000) consisted of an understanding of the provisions for the actions of individuals through the knowledge of abstract characteristics related to personality traits. When developing valid and reliable measures of traits, it is possible to empirically identify relationships between behavior, situational context, and personality variables. The traits, in the 3m model, are divided into four levels: elementary, compound, situational, and superficial (Mowen, 2000 apud Higuchi, 2017). Elementary traits result from genetics and childhood learning; compound traits are generated by combining elementary traits with cultural and learning processes in childhood; the situational traits result from the adjustment of the composite traits with the behavioral context, showing evident differences within a specific context; while the superficial traits result from the interrelationship of situational traits with people's attitudes and lasting involvement related to the context in which they are inserted, also identified as lasting tendencies to act with respect or specific domain of behavior (Mowen, 2000 cited in Higuchi, 2017). The present study focuses on the elementary and compound traits proposed by (Mowen, 2000) and the situational obedience in the organizational context. It should also be noted that compound traits, in turn, adjust with the context of behavior to create situational traits (individual differences manifested within a specific context); situational traits interrelate with long-lasting attitudes and involvements concerning classes, creating superficial traits, or long-lasting tendencies to act with respect or specific domain of behavior (Mowen, 2000 apud Higuchi, 2017). Figure 1 shows the weight characteristics of the 3m model. Although there are other traits presented in the theory, they are not included in this article for not being connected to the specific approach of the consent of interest within the present study subject.

Elemental Trait	Interpretation of elementary traits
Openness to experience (OE)	Need to find new solutions, express original ideas, and use imagination in the execution of tasks.
Organization (O)	Need to be organized and keep everything in order in the performance of tasks.
Introversion (I)	The tendency to manifest shyness.
Compound Trait	Interpretation of compound traits
Task orientation (TO)	The propensity to achieve high levels of performance in performing tasks.
Need for learning (NL)	Predisposition to engage and enjoy intellectual challenges.
Self-efficacy (SEF)	The feeling of control and ability to fulfill goals.

Source: Adapted from Mowen (2000)

Figure 1. Personality traits of Mowen's 3M model

3. Organizational Consent: For the delimitation regarding a type of bond of the individual, guided by the internalization of his/her role as a worker according to the subordination present in labor relations, O'reilly and Chatman (1986) presented a basis capable of remedying the relationship of the worker with the norms and rules of the organization. It is a type of bond characterized by a passive commitment and loyalty to the organization's behaviors. This bond, according to Silva (2009), would be defined as the predisposition of the individual to obey his/her superior in the organizational hierarchy in the work environment, representing a consent established by the individual with the organization. The model for organizational consent is represented by three factors. The first, called blind obedience, is characterized by an automatic fulfillment concerning a superior's order, in other words, without analysis or judgment by the subordinate regarding the order emanated, or even, the fulfillment of the order even in the face of disagreement regarding its fulfillment. The second factor, entitled intimate acceptance, is presented as the accomplishment of a task in which agreement is a result of the rules consent, and norms established by the organization, leading it to the identification and internalization of these norms (Pereira & Lopes, 2019; Silva & Bastos, 2010).

The third factor, called critical obedience, is characterized by following the rules or orders at work from a critical review concerning the demands proposed by your hierarchical superior. Therefore, the individual behaves according to his/her personal values, but the occurrence of divergence from these values can lead to disagreements regarding the rules, contestation, and the effective non-compliance of the order, revealing a disobedient behavior (Silva, 2009). Figure 2 presents the dimensions related to organizational consent and the propositions that guide the description and definition of the constructs that guided the measurement instrument developed by Silva and Bastos (2010). In this sense, of the literature review, a set of hypotheses were defined regarding the relationship between personality traits and organizational consent, which are presented in Figure 3. These proposed hypotheses are raised to observe the direct interactions of the elementary and situational traits as well as indirectly of which the elementary trait is mediated by the compound trait in response to the situational trait. The study was conducted in a pharmaceutical retail company in the state of Minas Gerais, the choice of the object of study was given for convenience (Gil, 2017). Another factor that determined the choice of this segment for the present study is the normative structure that is composed of legal frameworks, and that must be followed to avoid the risk to life by breach or non-compliance of norms and rules. The free software *G*Power 3.1.9* was utilized to estimate the sample size (Faul, Erdfelder, Buchner, & Lang, 2009). For this, the latent variable with the largest number of predictors was considered, the effect size (f^2) = 0.15 - median and Power ($1 - \beta$ error prob) of 0.80 as suggested (Cohen, 1988; Joseph F. Hair, 2014). The test result suggested a minimum sample of 43 cases. To measure organizational consent (dependent variable) was applied to the scale of organizational consent, developed by Silva and Bastos (2010), and composed of three factors and 22 items. Meanwhile, the measurement of personality traits (independent variables) was operationalized by the scale of the 3-M Meta Theoretical Model dimensions, with 21 items total.

Dimensions	Description	Setting	Author
Obedience Blind (BO)	An automatic accomplishment of an order without an evaluation or judgment about it, or when the person does not understand its meaning but still carries it out. The employee behaves according to the stipulated orders by his/her hierarchical superior and does not consider himself responsible for any consequences, mainly negatives, that may arise from his/her actions.	1 - Mechanical obedience concerning rules and norms of the organization, even when it is unaware of its goals. 2- Perception of exemption from actions responsibility at work by assuming that this belongs to their superior.	(Silva & Bastos, 2010) (Kiesler&Kiesler, 1973)
Intimate Acceptance (IA)	The norms compliance and established rules according to an authentic agreement. Therefore, there is a similarity between the personal and organizational view, which leads to an identification of the worker regarding rules and procedures. There is a belief that the applied norms and rules make up the best procedure for the organization.	1- Acceptance of the company's standards by agreeing with them for being similar to their personal ideas and opinions. 2- Understanding the meaning of the rules and acceptance, for believing that it is the best for the performance of the company.	(Silva & Bastos, 2010) (Kiesler&Kiesler, 1973)
Critical obedience (OR)	Obedience of the rules, or orders at work, happens from critical analysis concerning the established demands by the hierarchical superior. The employee behaves according to his/her personal values and, as there is a divergence of these values, it may happen disagreements of the rules or even contestation, and then the effective non-compliance of the order, manifesting it as a disobedience behavior.	1- Understanding your personal reasons by only accomplishing an order if you are convinced that this is the right to do so. 2- Disagree with an order of your hierarchical superior and not obey it in any way.	(Silva & Bastos, 2010) (Kiesler&Kiesler, 1973)

Source: adapted from Silva & Bastos (2010) and Kiesler&Kiesler (1973)

Figure 2. Definition of types of obedience

Hypothesis	Variable	Author	Conceptualization
H ₁	OE > IA	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person who needs to use the imagination to do new things, when identifying with the task accepting it, does not need to do it differently.
H ₂	OE > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	The person in need of using imagination to do new things does not exempt themselves from the responsibility of the accomplishment of their task.
H ₃	OE > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person who needs to use his/her imagination to do new things tends to question the way a task is performed.
H ₄	SEF > IA	(Silva & Bastos, 2010);	A person with a sense of

		2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	control has a propensity to perform a task with which he/she identifies because they personally believe it can be controlled.
H ₅	SEF > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a sense of control has no propensity to perform a task without making a judgment since it makes the control unlikely to happen.
H ₆	SEF > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a sense of control and ability to fulfill goals has a predisposition to question a task that he/she realizes is not possible to control to achieve the goal.
H ₇	I > AI	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a feeling of shyness tends to fulfill tasks with which he/she identifies himself/herself.
H ₈	I > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a feeling of shyness tends to fulfill the tasks assigned to him/her without making a judgment, even if this person does not understand its meaning.
H ₉	I > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a feeling of shyness tends to consent to tasks even if he/she does not agree, tends not to criticize or dispute them.
H ₁₀	NL > IA	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	By identifying with a task that challenges you intellectually the person tends to accept the assigned task.
H ₁₁	NL > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	When faced with tasks that intellectually challenges tend not to fulfill the task if he/she does not understand its meaning, not feeling challenged to fulfill it.
H ₁₂	NL > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person when identifying with an order or task that stimulates them intellectually, they tend to critically analyze it because they need to feel engaged in the task.
H ₁₃	O > IA	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person when faced with a task that feels identified with and understands it as a contribution to maintaining order and organization, they tend to identify themselves and fulfill this task.
H ₁₄	O > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person when faced with a disorganized task and that can contribute to the disorder, tends not to accomplish this task automatically.
H ₁₅	O > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person when faced with a task that is disorganized and/or disordered, tends

		1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	to criticize it and may probably not accomplish it.
H ₁₆	TO > IA	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person who is willing to achieve high levels of performance, when faced with a task which he/she identifies himself/herself, tends to fulfill it.
H ₁₇	TO>BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	When faced with a task that he/she may do not understand its meaning and that does not show the possibility of achieving high levels of performance, the person tends to criticize it and possibly may not fulfill it.
H ₁₈	TO > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	When faced with a task that does not present the possibility of achieving high levels of performance, it can lead to disagreement and possible disobedience and non-compliance of the task.

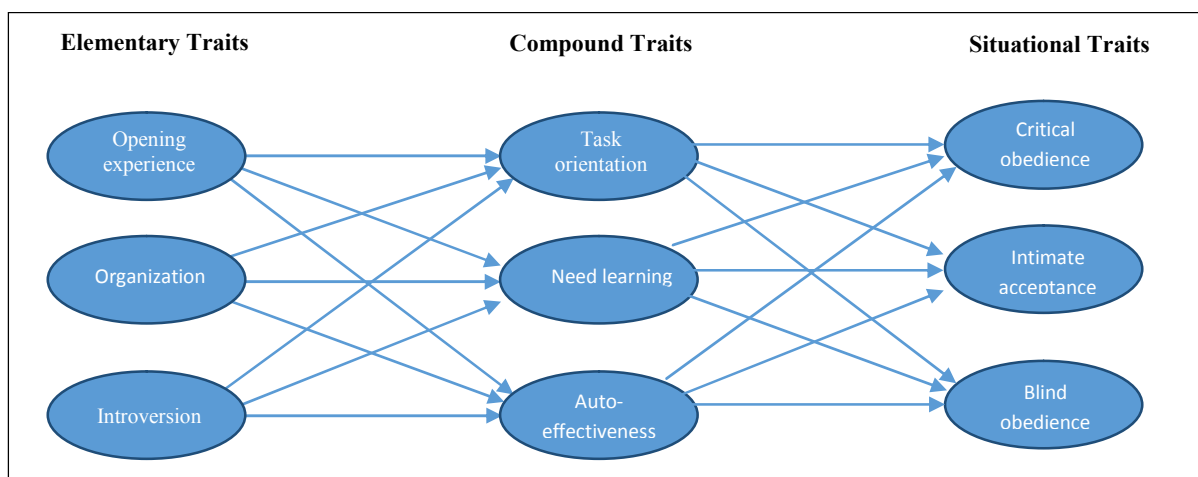
Note: openness to experiences (OE); organization (O); introversion; (I) Task orientation (TO); need for learning (NL); self-efficacy (SEF); blind obedience (BO); intimate acceptance (IA); critical obedience (OR). Source: Prepared by the authors

Figure 3. The relation between personality traits and organizational consent

Methodological Aspects

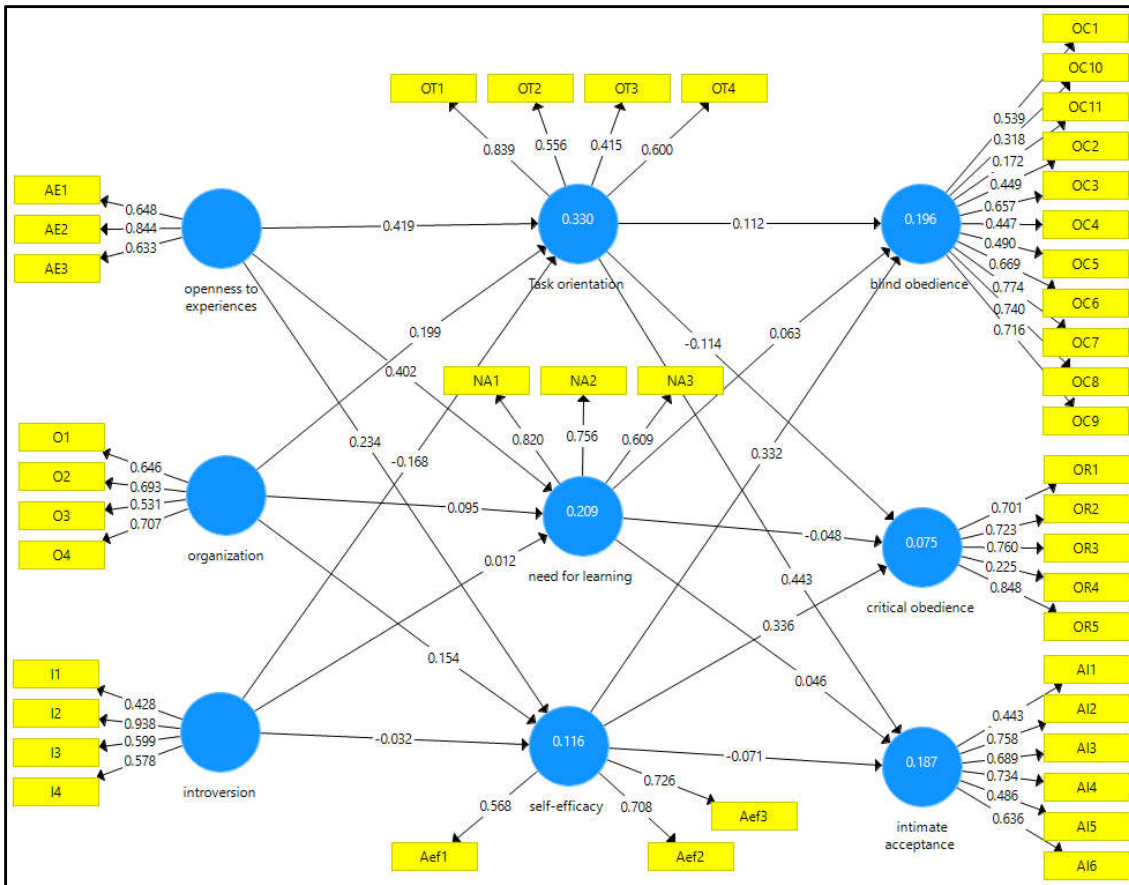
The study developed originates from the assumptions present in the literature of personality traits and organizational consent, to analyze the possible interaction between them, as shown in Figure 4, being exploratory and descriptive (Gil, 2017) with a quantitative approach. The study was conducted in a pharmaceutical retail company in the state of Minas Gerais, the choice of the object of study was given for convenience (Gil, 2017). Another factor that determined the choice of this segment for the present study is the normative structure that is composed of legal frameworks, and that must be followed to avoid the risk to life by breach or non-compliance of norms and rules. The free software *G*Power 3.1.9* was utilized to estimate the sample size (Faul, Erdfelder, Buchner, & Lang, 2009). For this, the latent variable with the largest number of predictors was considered, the effect size (f^2) =0.15-median and Power (1-β errorprob) of 0.80 as suggested (Cohen, 1988; Joseph F. Hair, 2014). The test result suggested a minimum sample of 43 cases. To measure organizational consent (dependent variable) was applied to the scale of organizational consent, developed by Silva and Bastos (2010), and composed of three factors and 22 items.

Meanwhile, the measurement of personality traits (independent variables) was operationalized by the scale of the 3-M Meta Theoretical Model dimensions, with 21 items total. Thus, the instrument of data collection was structured with 43 assertions, using a *LIKERT* scale ranging from 1 for I totally disagree to 5 for I totally agree. The utilized software support for data analysis was *SmartPLS 3.0*(Ringle & Becker, 2015). This software generates a set of data for analysis of output indicators with indices of; I) R^2 that indicates the amount of variance between dependent and independent variables, it measures the force of explanation. The higher R^2 is, equally higher the model's capacity of explanation will be (Cooper & Schindler, 2004; Cozby, 2003; Hair, 2017); II) Composite reliability-measure of internal consistency of variables. (Hair, 2014), which suggests that as the cut-off point of a score to 0.50; and iii) the Cronbach's Alpha measures the internal consistency of a latent variable, by examining the average correlation of the variables with each other, so that Cozby (2003) indicates that a cut-off point of 0.7. (iv) the Variance Average Extracted from the other measures, to assess the reliability (convergent validity), which represents the total amount of variance in the indicators on the latent variable according to (Hair, 2009) the higher the variance extracted, the higher is representative of the indicators of the construct', the author suggests that an index of 0.50. In the evaluation of the structural model, we performed: I) interpretation of the results and replications of the estimation process with modifications in the model to improve its quality indicators; ii) obtaining the *t student* statistics through the *bootstrapping* procedure, taking the value 0.05 as the maximum reference of the significance level for the decision on the testes to verify the existence of structural relations between the constructs. The method used to answer the problem was the modeling of structural equations, through the estimation of Partial Least Squares (PLS) - (PSL-PM). For the treatment of the missing data, we proceeded with the substitution by the average of the answers of the complete questionnaires. According to (hair, Sarstedt, Ringle, & Mena, 2012) PLS-PM is indicated when one has the goal of prediction to explain the variance of the key constructs through different explanatory constructs. According to Bryman (2003); Rea, Parker, Montingelli Jr, Nivaldo and Nogami (2002), the surveys aim to measure attitudes, opinions, and preferences on a given subject, beliefs and behaviors, which are carried out through samples of subjects in which their data are collected through questionnaires, scales, and interviews. Therefore, this technique involves a set of main components: observed variables of measurements and latent variable (construct); an indication of paths correlated with a trajectory in one or both directions, thus being appropriate to measure the variables used when they do not allow to measure directly (Chin, 2004). To use the structural equation modeling technique (Chin, 2004) proposes the following steps: i) elaboration of a theoretical model based on the literature; ii) defining the diagrams (paths) of the causal relationships; iii) converting, through the use of *software*, into a set of structural models and; iv) choosing the input matrix of the data to measure the model.



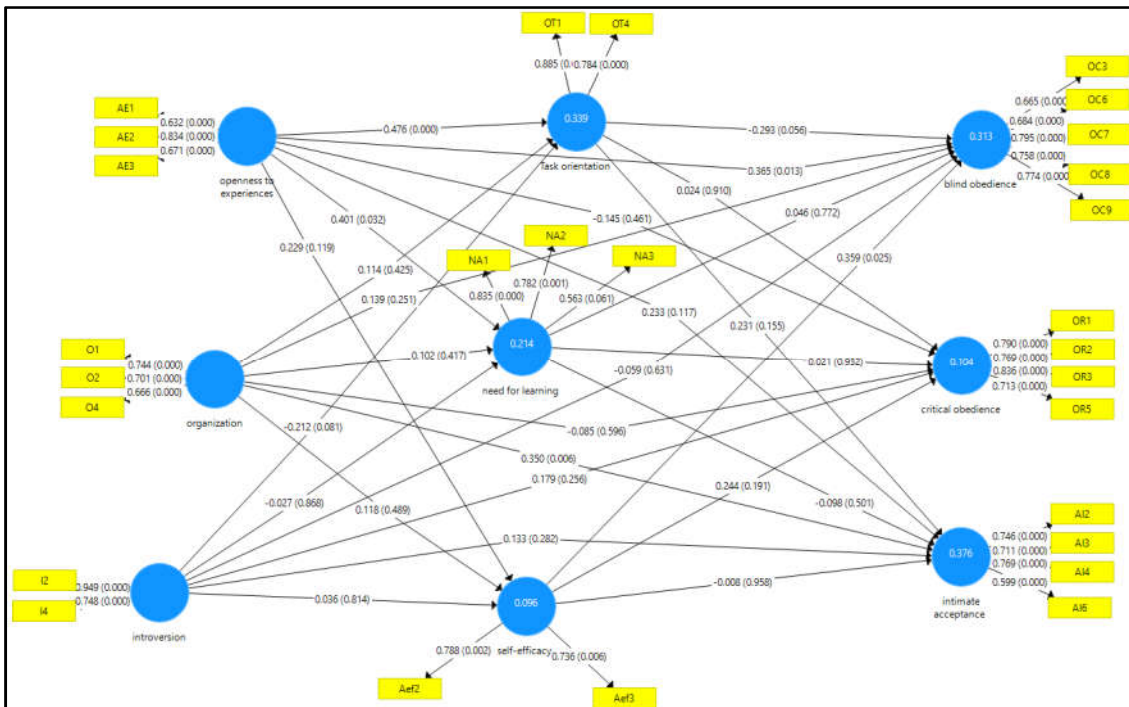
Note: openness to experiences (OE); organization (O); introversion (I) Task orientation (TO); need for learning (NL); self-efficacy (SEF); blind obedience (BO); intimate acceptance (IA); critical obedience (OR). Source: Prepared by the authors

Figure 4. Proposed structural model.



Note: openness to experiences (OE); organization (O); introversion (I) Task orientation (TO); need for learning (NL); self-efficacy (SEF); blind obedience (BO); intimate acceptance (IA); critical obedience (OR). Source: Prepared by the authors

Figure 5. Initial measurement model



Note: openness to experiences (OE); organization (O); introversion (I) Task orientation (TO); need for learning (NL); self-efficacy (SEF); blind obedience (BO); intimate acceptance (IA); critical obedience (OR). Source: Developed by the authors using SmartPLS 3.0

Figure 6. Adjusted measurement model

Analysis and discussion of the results: From the proposed structural model, Figure 5 presents the initial measurement model to perform the tests relative to the factor loads of the observed variables to show possible problems with the understanding of assertions. According to what Wong (2013) suggested from the variables observed with their respective latent variables, the processing was carried out in

SmartPLS 3, which initially observed factor loads, convergent validity, and composite reliability. It is observed that the variables BO2, BO4, BO5, BO10, and BO11 related to the blind obedience construct (BO) presented factor loads, respectively, 0.449; 0.447; 0.490; 0.318; and 0.172 much below that indicated by the literature, which should be close to 0.7, (Wong, 2013). As a consequence, these

Table 1

Statistical results of the model processed by PLS

Latent Variable	(Alpha of Cronbach)	Reliability Compound	Average Variance Extracted (AVE)	\sqrt{AVE}
BO	0.790	0.855	0.543	0.736
IA	0.669	0.799	0.502	0.709
OR	0.786	0.857	0.601	0.778
OE	0.542	0.759	0.516	0.718
I	0.667	0.847	0.736	0.854
O	0.495	0.746	0.496	0.704
TO	0.577	0.823	0.699	0.836
NL	0.558	0.775	0.542	0.736
SEF	0.281	0.735	0.582	0.763
Parameters	Values > 0.70	Values > 0.70	Values > 0.50	$\sqrt{AVE} > \sqrt{AVE}$ the other variables

Source: Elaborates by the authors

Note: blind obedience (BO); intimate acceptance (IA); critical obedience (OR); openness to experiences (OE); introversion (I); organization (O); task orientation (TO); need for learning (NL); self-efficacy (SEF);

Table 2

Discriminant Validity

Latent Variable	OE	SEF	IA	I	NL	O	BO	OR	TO
OE	,718								
SEF	,290	,763							
IA	,489	,193	,709						
I	,003	,038	,089	,854					
NL	,454	,401	,228	-.025	,736				
O	,513	,236	,520	,006	,308	,704			
BO	,405	,406	,477	,017	,248	,320	,737		
OR	-.095	,205	-.090	,182	,035	,086	-.259	,778	
TO	,533	,369	,398	-.210	,517	,356	,120	-.021	,836

Source: Elaborates by the authors

Note: openness to experiences (OE); self-efficacy(SEF); intimate acceptance (IA); introversion (I); need for learning (NL); organization (O); blind obedience (BO); critical obedience (OR); task orientation (TO).

Table 3

Total Effects of the regression coefficient and the T statistic

Hypothesis	Variable	Original sample	Sample average	Standard deviation	Statistics-T (O / STERR/)	P values
H ₁	OE > IA	0.30	,030	0.13	2.31	0,02***
H ₂	OE > BO	0.33	0.34	0.14	2.36	0,02***
H ₃	OE > OR	-0.07	-0.08	0.16	0.43	0.66
H ₄	SEF > IA	-0.01	-0.00	0.16	0.05	0.96
H ₅	SEF > BO	0.36	0.32	0.16	2.21	0,03***
H ₆	SEF > OR	0.24	0.23	0.19	1.26	0.21
H ₇	I > AI	0.09	0.08	0.10	0.83	0.41
H ₈	I > BO	0.01	0.02	0.13	0.11	0.91
H ₉	I > OR	0.18	0.19	0.16	1.11	0.27
H ₁₀	NL > IA	-0.10	-0.10	0.15	0.66	0.51
H ₁₁	NL > BO	0.05	0.05	0.16	0.29	0.77
H ₁₂	NL > OR	0.02	0.02	0.24	0.09	0.93
H ₁₃	O > IA	0.37	0.38	0.13	2.89	0,00***
H ₁₄	O > BO	0.15	0.16	0.14	1.08	0.28
H ₁₅	O > OR	-0.05	-0.04	0.15	0.33	0.74
H ₁₆	TO > IA	0.23	0.22	0.16	1.40	0.16
H ₁₇	TO > BO	-0.29	-0.27	0.15	1.92	0.06
H ₁₈	TO > OR	0.02	-0.00	0.21	0.11	0.91
References					>1,96	*** p-value<0.05

Source: Prepared by the authors

Note: openness to experiences (OE); organization (O); introversion; (I) Task orientation (TO); need for learning (NL); self-efficacy (SEF); blind obedience (BO); intimate acceptance (IA); critical obedience (OR).

variables were excluded because they indicated low adherence to the latent variable (BO). Also in the dimension of organizational consent, it is observed that the factor loads of the observed variables IA1 and IA5 referring to the latent variable intimate acceptance (IA) were also below the observed, being 0.443 and 0.225, respectively, which is why they were excluded. We also chose to exclude the observed variable OR4 referring to the variable manifest - critical obedience (OR), because it has a factor load of 0.225, below that indicated by the literature, which should be close to 0.7. In the analysis of factor loads relative to the dimension of personality traits, the observed variables I1 with a load of 0.428 and I3 with a factor load of 0.599, which refers

to the elementary personality trait-introversion, are excluded. The variable O3 with a load of 0.531 refers to the personality trait - organization well with the variables TO1 and TO3 with a load of 0.556 and 0.415 referring to the composite trait task orientation because they represent value less than 0.7. For the same reason, we chose to exclude the observed variable SF1 with a load of 0.568 referring to the composite trait self-efficacy (SEF). Although some factor loads presented values slightly below 0.7, we chose not to exclude them because they are close to this value. After finding the loads that met the parameter (value \approx or $>$ 0.70), convergent validity (AVE) and reliability tests were performed with internal consistency

Hypothesis	Variable	Author	Conceptualization	Confirmation of Hypotheses
H ₁	OE > IA	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person who needs to use the imagination to do new things, when identifying with the task accepting it, does not need to do it differently.	Support
H ₂	OE > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	The person in need of using imagination to do new things does not exempt themselves from the responsibility of the accomplishment of their task.	Rejected
H ₃	OE > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person who needs to use his/her imagination to do new things tends to question the way a task is performed.	Rejected
H ₄	SEF > IA	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a sense of control has a propensity to perform a task with which he/she identifies because they personally believe it can be controlled.	Rejected
H ₅	SEF > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a sense of control has no propensity to perform a task without making a judgment since it makes the control unlikely to happen.	Rejected
H ₆	SEF > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a sense of control and ability to fulfill goals has a predisposition to question a task that he/she realizes is not possible to control to achieve the goal.	Rejected
H ₇	I > AI	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a feeling of shyness tends to fulfill tasks with which he/she identifies himself/herself.	Rejected
H ₈	I > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a feeling of shyness tends to fulfill the tasks assigned to him/her without making a judgment, even if this person does not understand its meaning.	Rejected
H ₉	I > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person with a feeling of shyness tends to consent to tasks even if he/she does not agree, tends not to criticize or dispute them.	Rejected
H ₁₀	NL > IA	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	By identifying with a task that challenges you intellectually the person tends to accept the assigned task.	Rejected
H ₁₁	NL > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	When faced with tasks that intellectually challenges tend not to fulfill the task if he/she does not understand its meaning, not feeling challenged to fulfill it.	Rejected
H ₁₂	NL > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person when identifying with an order or task that stimulates them intellectually, they tend to critically analyze it because they need to feel engaged in the task.	Rejected
H ₁₃	O > IA	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person when faced with a task that feels identified with and understands it as a contribution to maintaining order and organization, they tend to identify themselves and fulfill this task.	Support
H ₁₄	O > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person when faced with a disorganized task and that can contribute to the disorder, tends not to accomplish this task automatically.	Rejected
H ₁₅	O > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person when faced with a task that is disorganized and/or disordered, tends to criticize it and may probably not accomplish it.	Rejected
H ₁₆	TO > IA	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	A person who is willing to achieve high levels of performance, when faced with a task which he/she identifies himself/herself, tends to fulfill it.	Rejected
H ₁₇	TO > BO	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	When faced with a task that he/she may do not understand its meaning and that does not show the possibility of achieving high levels of performance, the person tends to criticize it and possibly may not fulfill it.	Rejected
H ₁₈	TO > OR	(Silva & Bastos, 2010); (Kiesler&Kiesler, 1973); (Mowen,2000); (Krajcsák&Jónás, 2014).	When faced with a task that does not present the possibility of achieving high levels of performance, it can lead to disagreement and possible disobedience and non-compliance of the task.	Rejected

Source: Prepared by the authors

Note: openness to experiences (OE); organization (O); introversion; (I) Task orientation (TO); need for learning (NL); self-efficacy (SEF); blind obedience (BO); intimate acceptance (IA); critical obedience (OR).

Figure 7. Results of the hypotheses about the structural model of organizational consent.

(Cronbach's Alpha) and composite reliability according to Figure 6. Internal consistency results (Cronbach's Alpha) showed some underestimated values in the latent variables, below the acceptable lower limit of 0.7 for confirmatory models (Hair, 2010; Prearo, 2013) OE: ,542; O: ,495; TO: ,577; NL: ,558 - moderate and SEF: ,281 - reasonable, and may indicate moderate and reasonable quality (Landis & Koch, 1977) of this set of indicators of latent variables. However, Composite reliability will be verified because it presents itself as an alternative measure to Cronbach's Alpha due to the possibility of the same being underestimated or overestimated, either due to the number of variables observed or even the sample size (Krus & Helmstadter, 1993) and, therefore, it should not be the only test to evaluate the adequacy of a scale (Cortina, 1993). Composite reliability values showed values between ,857 and ,735, greater than 0.7 for confirmatory studies and 0.6 for exploratory studies (Chin & Marcoulides, 1998). The AVE values meet the requirements of values greater than 0.50 with the exception of the construct (O) that presented a value ,496 close to the acceptable limit of 0.50 (Hair, 2009B; Prearo, 2013) and the existence of convergent validity is admitted. A Table 1 Presents the results already mentioned and later in the square root of AVE for the test verification of discriminant validity. For the studied sample the explanation coefficient R^2 is weak where (OR) presents 0.104, (BO) 0.319, and (IA) 0.376. (Cohen, 1988) considers that research in the area of social and behavioral sciences values of $R^2=2\%$ as small effect $R^2=13\%$ as medium effect and $R^2=26\%$ as a large effect. Thus, it is noted that the personality traits in (OR) have a small effect and in (BO) and (IA) a large effect. According to the present Table 1 study, not all results were satisfactory even with the adjustment of the model that eliminated the variables observed with factor loads below the acceptable lower limit of 0.6. However, when performing the discriminant validity test, observing the criteria of Fornell and Larcker (1981), it was evident that the square root of all latent variables was higher than the correlations of the other latent variables, presenting values greater than 0.50 considered satisfactory (Chin & Marcoulides, 1998; Sharma, 1996) and the existence of discriminant validity is admitted, according to Table 2. The values of t-tests were calculated using the *Bootstrapping* module of SmartPLS 3.0, considering 70 respondents and resampling for 5000 cases, weighted based on the paths for providing a higher R^2 value. The significance level of 0.05 was utilized for: i) loads of reflective indicators; ii) coefficients of paths of the structural model; and iii) weights of indicators, to ascertain the significance of relations (Hair et al., 2012). Sample of the values of the T tests on each interface (Table 3). Considering the values of $t > 1.96$, and consequently values of significantly lower than 5%, as suggested by Hair (2014), it was observed that the null hypotheses that the elementary traits of personality, openness to experience, and organization have a statistically significant relationship with intimate acceptance regarding the consent to perform tasks, in individuals with these most prominent traits. It was also found that the elementary trait openness to experience presents a statistically significant correlation related to blind obedience. It was also found that the compound trait self-efficacy has a statistically significant relationship with blind obedience. Figure 7 presents the hypotheses for verification of acceptance or rejection in relation to the study carried out on the basis of the sample.

In this study, no statistically significant interaction of elementary and compound traits with organizational consent was observed. Thus, among the hypotheses, those that presented a statistically significant relationship with a T-test greater than 1.96 should be highlighted. The result leads to the acceptance of H_1 , in which the person in need of carrying out new things (Mowen, 2000) when identifying with a task assigned to him, tends to accept it intimately (Silva & Bastos, 2010) demonstrating a relationship between the elementary personality trait openness to experience and intimate acceptance concerning organizational consent. Contrary to what was expected, in this study, a person would need to use your imagination and do something new (Mowen, 2000), accepts the task without question, has a predisposition to blind obedience (Silva & Bastos, 2010), when is it expected that a person with a need to do things different and new, it is not acceptable to carry out a task for which it does not agree with it,

which has led to the rejection of H_2 . Considering H_3 , the data indicate that the person with the feeling of control (Mowen, 2000) ends up doing activities without making a judgment (Silva & Bastos, 2010), which allows inferring in this study that person with composite personality trait self-efficacy fulfills the tasks exempting himself from responsibility for the result produced, blind obedience concerning organizational consent. It is also noted as expected that when faced with a task with which it identifies itself (Silva & Bastos, 2010) and believes that it contributes to maintaining order and organization (Mowen, dos2000), it tends to identify itself and fulfill the task, thus the elementary personality trait organization has the propensity to accept intimately, concerning organizational consent, the activities with which it identifies itself, leading to acceptance of H_{13} . It is also observed that none of the personality traits has a significant relationship with critical obedience, confirming the studies carried out by Silva and Bastos (2010) in which this construct presents a low power of explanation for organizational consent. Another aspect that can be observed in the present study, concerning the hierarchy of the traits proposed by Mowen (up to 20,000 don't understand is, since traces of elemental showed a direct and statistically significant, and on the other hand, following the hierarchy, that is, the traces of the elementary, passing by traces of the compounds, the relationship does not show statistically significant differences.

Final Considerations

The results present evidence that elementary personality traits have more relationship with organizational consent than compound traits, which converges to the theoretical base field of the study in which Elementary traits result from childhood learning (Mowen, 2000) and are less prone to variations throughout life. This situation, therefore, supports the relationship between intimate acceptance and organizational consent, given a greater link with the way the individual interprets the task and identifies with it, in light of their values and beliefs (Silva & Bastos, 2010). On the other hand, compound traits are related to a specific context (Mowen, 2000) to create situational traits, given the pressure present in the hierarchical relationship, estimating that individuals with a trait of self-efficacy tend to blindly comply with the orders assigned to them (Silva & Bastos, 2010). Among the eighteen hypotheses of the research, only four were confirmed, according to, a result that may have suffered the impact of the small number of sample cases, being this a limitation of the present research. Furthermore, the results brought evidence of convergence of the literature related to personality traits in the Meta-theoretical of motivation and personality, and organizational consent. As future research, we suggest the adequacy of the variables that presented low factor loads and were eliminated from the model, to reapply the research in a more representative sample, increasing the security for the conclusion of the findings of the connection between independent variables, elementary traits, and personality compounds and dependent variables related to organizational consent. However, this study contributes to indications, Still initial, on why some individuals fulfill orders and perform tasks. Also, this study initiates a debate on studies of Organizational Behavior and its relationship with personality traits based on the Meta-theoretical model of motivation and personality, which present approaches oriented to the understanding of consumer behavior. From a practical point of view, this study contributes to the reflection on the adoption of artificial intelligence methods for recruiting, selecting, or even re-adapting work in the organization, by identifying the most prominent personality traits and their suitability for the busy thistle or even wanted. Finally, the results and data found in this research should be analyzed within the limits of the field of its realization, being necessary new studies in other contexts and branches of activity.

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