

ABSTRACT

Present study was conducted to see the interactive impact of personality traits and perceived hospital climate characteristics on the work values of junior doctors. Sample of 200 junior doctors was drawn, (129 men and 71 women) from public and private (trust) hospitals of Lahore. Self report questionnaires (NEO-FFI, Work Values Questionnaire, and Hospital Climate Questionnaire) and job performance ratings (Supervisory Rating Form) of the supervisors were the variables that were analyzed. Finally data was used for subsequent analysis by using SPSS Windows 10. Step-wise regression analysis and least significance difference (LSD) comparisons were made to analyze psychological and the behavioral data. It is concluded that work values can be meaningfully explained by personality traits of employees and their working environment. Agreeableness and conscientiousness emerged as major personality traits for all doctors. Quality of Service and Compensation Benefits, as hospital characteristics, were perceived as salient to work values among doctors of private hospitals whereas these characteristics did not significantly relate to the work values of the public sector doctors. Work values of doctors were strongly predicted by personality and hospital characteristics interaction, in addition to their main effects, in the private sector hospital but not in the public sector. Likewise, supervisor's ratings about the performance of the junior doctors on the job corresponded to their personality traits, work setting characteristics and work values in a more differentiated pattern, in pair comparisons between very 'satisfactory'---'average' performers and 'satisfactory'—'average' performers, in the private settings than in the public settings. Implications of the outcome are discussed in terms of person-organization fit in the two work settings. The top five work values of private sector doctors pertained to achievement, company, meaningful work, job interest, and recognition whereas the top five work values of public sector doctors pertained to achievement, promotion, esteem, contribution to society, company and independence in work.