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Abstract Book

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962 - JOB PERFORMANCE: A STUDY OF PERSONALITY AND SELF-EFFICACY AT WORK IN ARGENTINIAN EMPLOYEES

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Purpose: The aim was to test the relationships among personality trait, self-efficacy at work, and job performance. A lineal multiple regression was carried out in order to analyse how personality trait and self-efficacy at work predict job performance. **Design/Methodology:** In total, 219 employees from three occupational sectors (blue, pink, and white collar) (Female: 72%), $Mean_{age}$ 35.30 years (SD=11.07) and $Mean_{job\text{-}experience}$ 13.97 (SD= 11.04). Measures: Sociodemographic questionnaire, Personality Inventory NEO-FFI (Costa & McCrae, 1992), Self-efficacy at work Spanish version (Robalino & Musso, 2018) and Job Performance Scale Spanish version (Robalino & Musso, 2018). Stepwise regression analyses supported the hypothesis. **Results:** On one hand, a model involving conscientiousness (β=.250; $p<$ .001), extraversion (β=.265; $p<$.001) and Task self-efficacy (β=.350; $p<$.001) predicts a 42% (R^2adjusted= .419) of Task performance variance. On the other hand, a model including social self-efficacy (β=.335; $p<$ .001), Emotional Self-efficacy to helps others (β=.169; $p<$.01), and agreeableness (β=.169; $p<$.01) predicts the 31% (R^2adjusted= .312) of the contextual performance variance. Furthermore, a model with only two personality traits (extraversion, β=.239; $p<$.001; conscientiousness, β=.231; $p<$ .001) and global self-efficacy at work (β=.384; $p<$ .001) predicts 44% of total job performance variance (R^2adjusted= .442). **Limitations:** Sample is relatively small and was collected by a non-probabilistic sampling technique. **Research/Practical Implications:** This study provides information on how personality traits in conjunction with self-regulation variables such as self-efficacy at work predict work performance. **Originality/Value:** Predicting job performance continues to be of interest to organizations, thus studying the variables that are involved is a contribution to knowledge.