

A Study of the Relationships among Auditors' Personality Traits, Organizational Commitment, Cognitive of the Knowledge

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ABSTRACT

The research uses questionnaire survey to collect and test the relationships among auditors' personality traits, organizational commitment, cognitive of the knowledge sharing and cognitive of the performance. Our result shows that Conscientiousness and Extraversion of auditors' personality traits are significant and positive effect on cognitive of knowledge sharing environment and cognitive of knowledge sharing effectiveness. Then, the results verify that Openness of auditors' personality trait significant and positive effect on cognitive of knowledge effectiveness. In addition, the result shows that Neuroticism of auditors' personality trait significant and negative effect on organizational commitment, but Conscientiousness and Extraversion have an significant and positive effect on organizational commitment. Our findings are also indicated the organizational commitment of auditors has an significant and positive on cognitive of knowledge sharing. Then, auditors' personality traits, Neuroticism, significant and negative effect on cognitive of performance, but Conscientiousness has an significant and positive effect on cognitive of performance. The result of our third findings, the cognitive of knowledge sharing effectiveness has an significant and positive effect on cognitive of performance in auditors.

Keywords : organizational commitment、personality traits、knowledge sharing、performance

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