

Abstract

The main goal of the rigorous work is to find key personality dimensions for predicting work performance in selected job positions. In the introduction, the author focuses on placing the subject of rigorous work in the context of the sociological disciplines of sociology of work and sociology of business. In the next part, the author focuses on the development of individual industrial revolutions and organization approaches. We currently live in Industry 4.0, which is associated with digitization, robotization, implementation of automated process in work activities and growing demand for new skills and competences. In addition to new expertise, soft skills are increasingly in demand.

In the next part, research into the validity of BIG-5, 15FQ1 and CPAI-2 personality questionnaires in predicting work performance is analyzed, ways of working with soft competences within the Czech Republic are identified, and links of these competences to the individual scales of the Bochum Personality Questionnaire (BIP) and the Performance Motivation Questionnaire (LMI) are found. In the final part, the author deals with the conducted surveys. The aim of the survey among HR professionals was to identify the required values of the BIP and LMI questionnaire scales for selected job positions in terms of the success of predicting work performance. The objective of the criterion validity survey was the identification of the key scales of the BIP and LMI questionnaire in terms of predicting the work performance of selected job positions. The resulting validity was examined by the correlation coefficient between the value of the given scale of the questionnaire and the evaluation of respondent's work performance. The outputs from the individual surveys were compared and the results were interpreted. Key and insignificant scales for predicting work performance were found.