

**Employee Affinity for Technology: Personality Antecedents and Job-Related Outcomes**

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**ABSTRACT**

Technologies have changed the way companies do business from enhancing production efficiencies to improving communications internally and externally. In order for companies to remain viable in the current turbulent business climate it is vital that they employ workers who are capable of implementing and getting the most out of firms' technological investments. However, human resource (HR) managers are handicapped at the present in how to truly identify those with the desired technological affinity without generating tainted responses by applicants. To fill this gap in the literature, this research serves to find a means of predicting employee affinity for technology using commonly accepted HR measures, specifically the five factors of personality developed by Goldberg (1990) as a way to mitigate socially desirable responding. In addition, this manuscript demonstrates how employees' affinity for technology enhances their job resourcefulness in the presence of scarce resources.