THE RELATIONSHIP BETWEEN PERSONALITY TRAITS AND JOB SATISFACTION AMONG EMPLOYEES AT FIRE AND RESCUE MALAYSIA DEPARTMENT, SARAWAK STATE

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AUTHOR'S DECLARATION

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"DECLARATION OF ORIGINAL WORK"

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Hereby, declare that:

- This work has not previously accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.

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ABSTRACT

The study investigated the relationship between personality traits and job satisfaction among employees at Fire and Rescue Malaysia Department, Sarawak State. The objectives of the study were to identify the relationship between personality traits and job satisfaction. Sarawak, State. The framework of this study was adapted from between Personality Traits and Job Satisfaction. This study required implementation of a composite survey consisting of the demographic questionnaire, organizational commitment questionnaire and employee performance questionnaire. Then, the data were collected through the instruments of questionnaire. A correlational survey research design was adapted by using quantitative methods. As for the sampling technique, the researcher is applying a convenience sampling technique in order distributed the questionnaires to the sample size of 92 employees in Fire and Rescue Malaysia Department, Sarawak State. The study had found the most correlate relationship is between Openness and Job Satisfaction with a high significant value of (r=0.437**). The study recommends to a future research to use Big Five Model personality traits as whole rather than selected one or focusing more on neuroticism traits among employees. The future researcher increase the number of populations by included all departments of Fire and Rescue in Sarawak continent.

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CHAPTER 1

Introduction

This chapter describes the background of the study, statement of the problem, research objectives, and research questions, significance of the study, limitation of the study and definition of terms.

Background of the Study

The importance of working in human life is undeniable. According to D Kappagoda (2012), Job satisfaction is an important topic in organizational research because of its many effects on the overall well-being of the organization. Job satisfaction of the working-age person plays one of the most important tasks in terms of its motivation, performance, work efficiency, as well as terms of mental health (Potkany, 2008; Potkany, & Giertl, 2013).

According to Hajdukova, Klementova and Klementova Jr (2015), assessment of the employee work conditions is reflected in the attitudes, which are the unit of measurement of job satisfaction. During an investigation of job satisfaction, it is necessary to distinguish whether a person is completely satisfied at work or is satisfied only by several factors, the extent to which various aspects of the work are important to him (intensity), the still and current ones, and equally to recognize when it is only current state of satisfaction / dissatisfaction of man. The low level of job