

**THE RELATIONSHIP BETWEEN THE PERSONALITY TRAITS AND JOB
SATISFACTION AMONG EMPLOYEES AT KUCHING PORT AUTHORITY**

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“DECLARATION OF ORIGINAL WORK”

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

In a recent years, personality related theories and models have expanded their popularities among the individual as well as the organization. Besides, personality associated with an individual's attitudes, talents, interests, physical appearance and interaction with the environment. Thus, the five factors in Big Five Personality Traits are used as a significant dimensions which possibly provide empirical evidence in relation to the job satisfaction. Those dimensions or traits are namely as openness to experience, conscientiousness, extraversion, agreeableness and neuroticism. McCrae and Costa (2010) clarified that factor analysis results also confirm five factor personality model. This model is expected to be an important element as it enables individuals to understand each other by using the five basic personality traits.

The main objectives of this research were to investigate the relationship between the personality traits and job satisfaction. Thus, convenience sampling technique is utilized and the sampling frame used in this research study is the employee at Human Resource and Development and Human Resource Management at Kuching Port Authority. Moreover, the researcher examined the findings of study by distributing the questionnaires to the selected respondents which varies from different age, gender, marital status, educational background and working experience. Hence, 120 respondents were selected as a sample size to answer the questionnaire provided by the researcher. This research report also discusses the data as well as the results obtained from the findings. The researcher interpreted the data received from the respondents and proposes appropriate recommendations for the future researcher and the organization as well.

Subsequently, the findings revealed that the components of the big-five personality traits which is conscientiousness, agreeableness, neuroticism, openness to experience and extraversion significantly affected job satisfaction.

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CHAPTER 1

INTRODUCTION

This chapter reviewed general matters of this research study, The Relationship Between The Personality Traits and Job Satisfaction Among Employees at Kuching Port Authority such as background of the study which relates with personality traits and job satisfaction. This chapter also clarifies the statement of problem, research objectives, research questions, significance of study, limitations of study and definition of terms.

Background of the Study

Job satisfaction is a measurement where it capable to measure of the employees' and individual contentedness with their current job and organization. Job satisfaction is essential elements and topics in an organizational research as it will effects on the overall well-being of the organization (Kappagoda, 2012). Furthermore, job satisfaction of the working-age person plays an important task in terms of its motivation, performance, work efficiency, as well as terms of mental health (Potkany, 2008; Potkany & Giertl, 2013). It also has been supported by Ongore (2014) which employees and the organization can be affected from the inconvenient jobs which will brings to employees' negatively well-being such as stress, unhappiness, and inefficiency and unproductive.

Moreover, personality traits can be defined as patterns of thinking, feeling, and behaving which it is relatively stable across time and circumstances, plus it also has been identified as an important predictor of economic outcomes (Paunonen, 2003). Besides, acknowledging and understanding someone's personality is very important as it is useful for placing individual into jobs and gives them clues about how the individual is likely to act and