

THE RELATIONSHIP BETWEEN PERSONALITY TRAITS AND JOB SATISFACTION:
A CASE STUDY OF THE EMPLOYEE OF THE ORGANISATION DEPARTMENT IN
CONSTRUCTION INDUSTRY DEVELOPMENT BOARD (CIDB), KUCHING

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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 other degrees.
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ABSTRACT

This study was conducted to find out the relationship between Personality Traits and Job Satisfaction at Construction Industry Development Board (CIDB) Kuching, Sarawak. Five independent variables of Personality Traits namely Conscientiousness, Agreeableness, Neuroticism, Openness and Extraversion were used for this study. Convenience Sampling Technique was used for this study. The survey instrument was adopted from (Oliver P. John, Srivastava S, 1999) for Personality Traits and from (Spector, 1997) for Job Satisfaction. 120 questionnaires were distributed at Construction Industry Development Board (CIDB) Kuching, Sarawak. However only 86 questionnaires were returned. The results showed that the Conscientiousness had a small, positive and significant relationship, next Agreeableness had a medium, positive and significant relationship. Neuroticism had a small, positive and significant relationship, while Openness had no significant relationship with job satisfaction. Lastly is Extraversion where it has small, positive and significant relationship with job satisfaction. Therefore, the findings of the study show that whatever context they might have, they are free to control their own behaviour and a number of interesting alternatives to capture their attention.

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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, limitations 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 (M. Potcany & G. Giertl, 2013).

According to (A. Haiduka, K. Klementova & K. Klementova Junior, 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.